

A Study of
Employee Relocation
Policies
Among Major
U.S. Corporations

1986



A Study of Employee Relocation Policies Among Major U.S. Corporations

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Sponsored By: Merrill Lynch Relocation Management Inc.

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Introduction

Introduction

This report contains the results of the fourteenth annual study of Employee Relocation Policies Among Major U.S. Corporations sponsored by Merrill Lynch Relocation Management Inc. The 1986 survey covers 1985 relocation policies, and was designed and conducted during the first quarter of 1986 by Hagen Marketing Research, Inc. Approximately one-half of the questions in this year's survey are new. Year-to-year comparisons have been made for the questions which have been retained for a number of years.

Study Procedure

Respondents for this survey were selected from among firms in *Fortune* magazine's top industrial companies plus firms in *Fortune*'s lists of top nonindustrial firms. This year's survey again has a higher proportion of Commercial Banks, Diversified Services Companies and Diversified Financial Companies in the sample. This slightly reduces the represented percentage of all other industry groups, and the reader should take this into account when comparing 1985, 1984, and 1983 data with previous years' results. Many of the firms interviewed were also contacted in previous years. Those firms interviewed which requested a report of the findings received a copy directly from Merrill Lynch Relocation Management Inc.

All interviews for this study were conducted by long distance (WATS) telephone from a facility in New Jersey. Prior to conducting the full-scale study, questions were carefully pre-tested to ensure accurate results. Individuals interviewed were those who stated that their primary concern was the administration of their company's policy regarding the relocation of employees. A total of 606 interviews were conducted between January 7 and February 14, 1986.

Study Objectives

The objective of this survey was to obtain information concerning employee relocation policies of major U.S. corporations in order to help those responsible for establishing and implementing their companies' policies. To meet this objective, the survey addressed the following topics and, where appropriate, compared them to previous years:

I Employee Transfer Experience

1. The total number of employees relocated during 1985, and a comparison with employees transferred in 1984.
2. Number of women employees transferred in 1985.
3. Anticipated transfer activity for 1986.
4. Total number of homeowners transferred in 1985.

II Company Policies Regarding Transferred Employees

1. Companies with relocation policies formalized in a written document.
2. Length of time companies have had a formal written policy.
3. When relocation policies were last revised and reasons for revising.
4. Companies which use relocation management firms and types of services used.
5. Company policy on international transfers.
6. Areas in which companies made exceptions to their relocation policy in 1985.
7. Recent changes in corporate relocation policy and changes planned for 1986.
8. Whether the administration of companies' relocation policies is centralized or decentralized, and whether people at other offices can make exceptions to policy without central approval.

III Policies for Home Sale and Home Purchase

1. Corporate policies regarding the disposition of transferred employees' former living quarters.
2. Average length of time homes purchased by companies or relocation firms were in inventory in 1985.
3. Percent of homes which companies offered to purchase in 1985 that were amended or assigned sales, and trends experienced in amended or assigned sales.
4. Company policies on providing loss protection for any loss on the sale of the home, and methods used to establish the amount of loss.
5. Companies which provided mortgage interest differential allowances to transferred homeowners.
6. Companies which provided mortgage buydowns for new home purchases.

IV Cost-of-Living Allowances

1. Companies experiencing difficulties with employees accepting transfers into high cost-of-living areas.
2. Whether relocated employees were assisted with cost-of-living allowances, how cost-of-living programs were implemented, and methods of payment.
3. Companies using cost-of-living statistics provided by outside sources, frequency with which these statistics are updated, factors included in these statistics, and companies' needs for international cost-of-living statistics.

V Tax Adder Payment

1. Companies which provided tax adder payments, how these payments were determined, taxes covered by these payments, and whether companies also reimburse employees for the tax on the tax adder payment itself.

VI Relocation Costs and Tracking Systems

1. Average cost to transfer a homeowner in 1985.
2. Average cost for subsidy payments such as MIDAs, COLAs, mortgage buydowns, and tax adder payments.
3. Companies with systems to track relocation costs.

VII Group Moves

1. Companies with group moves in 1985, policy for employees involved in group moves, outside assistance received, and expectations for future group moves.

VIII Spouse Assistance

1. Company policy on providing job finding assistance for working spouses of transferred employees and types of assistance offered.

IX Other Assistance

1. Company policy on househunting trips and temporary living.

Report Presentation

The results of this study have been presented by 1) type of industry, and 2) by the number of relocated homeowners, so comparisons can easily be made. Due to the difference in samples from one year to another, minor variations may be expected. Listed below are the number of respondents in each category:

Industry Group	Number of Interviews				
	1985	1984	1983	1982	1981
Petroleum and Gas	24	27	30	26	30
Food Manufacturing and Distribution	50	47	51	43	43
Metals Manufacturing	13	19	18	25	31
Mining	12	4	12	14	4
Industrial Machinery and Equipment	51	63	83	88	91
Banking, Finance, Accounting and Insurance	83	69	79	79	77
Diversified Financial Services	21	24	28	*	*
Retailing and Wholesaling	38	26	22	18	16
Transportation	27	21	21	22	17
Public Utilities	31	32	26	26	30
Aeronautics, Space and Electronics	24	11	25	23	29
Computers, Calculators, Business Machines	20	18	18	22	12
Chemicals and Plastics	34	42	40	41	39
Pharmaceuticals and Cosmetics	21	25	19	24	17
Hardware, Appliances and Housewares	22	29	17	22	17
Wood and Paper	18	18	19	20	18
Rubber and Rubber Products	10	10	8	7	7
Textiles, Clothing and Carpeting	18	19	17	23	25
Publishing and Printing	10	17	12	16	20
Automotive Manufacturing	15	17	13	14	19
All Other	64	66	49	55	67

*New breakdown beginning in 1983

Number of Transferred Homeowners

	Number of Interviews				
	1985	1984	1983	1982	1981
Under 25	201	243	268	294	268
25-49	120	101	104	109	107
50-99	128	105	97	73	97
100-249	96	95	88	89	80
250-499	26	34	28	29	29
500 or More	26	21	15	14	16
Not Stated or Unknown	9	5	7	—	12
Total Firms Interviewed	606	604	607	608	609

The years at the top of a chart represent the policy year (versus the year of the survey, i.e., the 1986 survey reports on 1985 policies). The Industry Groups are determined using the *Fortune* magazine ranking.

Summary of Findings

Section I – Employee Transfer Experience

The average number of transfers reported by the firms in this year's survey is stable in comparison to last year's sample (183 in 1986; 188 in 1985).

By industry, the greatest average number of transferred employees were in Business Machines (803); Petroleum and Gas (324); Transportation (271); Utilities (265); Retail and Wholesale (231); Aeronautics, Space and Electronics (229) and Chemicals and Plastics (212). Companies with the fewest average number of transferred employees were in Hardware, Appliances and Housewares (33); Mining (42); Publishing and Printing (76); Textiles (82); and Industrial Machinery and Equipment (84).

As reported by this year's respondents with regard to their transfer experience, there was a 6% increase in the average number of transfers in 1985 over 1984. Several industries reported gains well above this figure. For example, companies in Publishing and Printing increased their transfer activity by 58%, while those in Computers, Calculators and Business Machines were up 24%, and those in Wood and Paper were up 23%. Industries showing the greatest decline in transfer activity were Aeronautics, Space and Electronics (off 27%), and Industrial Machinery and Equipment (off 24%).

Expectations for 1986

Looking ahead to 1986, 59% of the companies surveyed expected their transfer situation to remain about the same as in 1985. Fifteen percent of the companies surveyed said they will have an increase, and 26% said they will have a decrease. The number of companies anticipating an increase in transfer activity was lower than the 18% reporting this feeling last year. The number anticipating a decrease was higher than the 21% reporting anticipated decreases last year.

Average Number of Employees Transferred

	1985	1984	%Change
Publishing and Printing	76	48	+ 58
Computers, Calculators, Business Machines	803	649	+ 24
Wood and Paper	130	106	+ 23
All Other	193	162	+ 19
Food Preparation and Distribution	138	121	+ 14
Automotive Manufacturing	160	144	+ 11
Public Utilities	265	239	+ 11
Banking, Finance, Accounting and Insurance	106	98	+ 8
Petroleum and Gas	324	302	+ 7
Rubber and Rubber Products	149	142	+ 5
Metals Manufacturing	91	89	+ 2
Diversified Financial Services	102	103	- 1
Pharmaceuticals and Cosmetics	198	201	- 1
Retailing and Wholesaling	231	234	- 1
Textiles, Clothing and Carpeting	82	83	- 1
Hardware, Appliances, Housewares	33	34	- 3
Transportation	271	278	- 3
Chemicals and Plastics	212	221	- 4
Mining	42	45	- 7
Industrial Machinery and Equipment	84	110	- 24
Aeronautics, Space, Electronics	229	314	- 27

Women Employees Transferred

Over 20% of the companies surveyed had no record of women employees relocated in 1985. Among companies which did keep records, the average firm transferred 12 women, and 30% transferred more than 10 women. Nearly 7% of all employees transferred by companies in 1985 were women, a figure slightly higher than the 6% reported over the previous four years.

Homeowner Transfers

Of the 183 average number of employees transferred by the companies interviewed in this survey, 103 or 56% were homeowners. Thus, while the average number of total transfers and the average number of homeowner transfers remains high, the percentage of total transferees who were homeowners is now at its lowest level in ten years.

Homeowner Transfers

	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976
Average Total Transfers	183	188	140	132	140	124	143	157	157	166
Average Homeowner Transfers	103	107	82	79	80	82	95	101	98	108
% of Total Transferees Who Were Homeowners	56	57	59	60	57	66	66	64	62	65

Homeowner Transfers as a Percent of Total

Industry Group	1985 All Transfers	1985 Homeowner Transfers	1985 Percent Homeowners
Mining	42	37	88
Automotive Manufacturing	160	126	79
Industrial Machinery and Equipment. Hardware, Appliances, Housewares	84	64	76
Transportation	33	24	73
Chemicals and Plastics	271	189	70
Metals Manufacturing	212	146	69
Petroleum and Gas	91	63	69
Food Preparation and Distribution ..	324	215	66
Rubber and Rubber Products	138	90	65
Textiles, Clothing, Carpeting	149	93	62
Pharmaceuticals and Cosmetics ...	82	49	60
Computers, Calculators, Business Machines	198	107	54
Banking, Finance, Accounting, Insurance	803	425	53
Aeronautics, Space, Electronics	106	54	51
Retailing and Wholesaling	229	114	50
Diversified Financial Services	231	114	49
Public Utilities	102	49	48
Wood and Paper	265	127	48
Publishing and Printing	130	63	48
All Other	76	34	45
	193	85	44

Section II – Company Policies Regarding Transferred Employees

Formal Relocation Policies

Nearly all companies interviewed (97%) have a formal, written relocation policy. Of those with a formal policy, 57% have had their policy in effect for ten or more years. Of interest is that revisions to relocation policies are generally occurring on an ongoing basis. Thirty-seven percent of all companies with a formal policy have revised it within the last year, 71% of all companies have revised their formal policy within the last two years, and 93% within the last three years.

Reasons for revising relocation policies vary widely. However, 20% of all companies recently revising their policy said they did so to keep current. Other reasons for revising policies included: 1) revising their policy to stay competitive (8%), 2) changing their policy with respect to MIDA payments (8%), 3) adding or changing a relocation service firm, increasing miscellaneous allowances (8%), and 4) increasing assistance on the sale of the old home (7%).

International Transfers

Of all companies surveyed, 52% said they transfer employees internationally. Among those which transfer employees internationally, 64% have a separate relocation policy for international transfers. Companies with a greater number of transferred homeowners are much more likely to transfer internationally, and are also more likely to have a separate policy for international transfers.

Flexible Benefits

Although there are many approaches to flexible benefit programs, in general, employees are permitted to select among several categories of relocation benefits. Because it is still a fairly new concept, flexible relocation benefits programs existed in only 6% of the companies interviewed in this year's survey. This is up slightly from 4% reporting such programs in previous year's surveys. However, 86% of all companies surveyed reported no interest in establishing such a program.

Changes in Corporate Relocation Policy

Fifteen percent of all companies surveyed had made changes to their relocation policy in 1985. This figure is down from 17% in 1984, 18% in 1983, 24% in 1982, and 33% in 1981. Of the companies which made significant changes, 17% offered a guarantee against loss program or increased reimbursements for loss on the sale of the former home. Other changes to policies included 10% who offered or increased a MIDA, and 10% who offered or increased miscellaneous expense allowances. Twenty percent of companies which made changes developed a more limited policy. This compares with 22% with more limited policies last year, and 14% with more limited policies two years ago.

Twenty-three percent of all companies surveyed said they planned to make significant changes to their relocation policy in 1986. Of these, 11% are considering incentives for employees to sell homes on their own, 6% are considering hiring or changing a relocation management firm, and 6% will be offering or increasing MID allowances. Twelve percent of all companies considering a change in policy are considering decreasing their assistance.

Administration of Relocation Policies

Seventy-one percent of all companies interviewed said the administration of their corporate relocation policy is centralized in one location. Companies transferring larger numbers of employees, however, are less likely to have a centralized program and more likely to have people at other offices with the responsibility for administering policy. Among the 29% of companies with decentralized administration of their relocation policy, 30% reported that personnel at other offices can make exceptions to their overall policy without central approval.

Exception Areas

Over 70% of all companies interviewed said they made exceptions to their overall relocation policy in 1985. Seventy-eight percent of the companies making exceptions and 55% of all responding companies said they provided time extensions on temporary living. Further, 35% of all companies granted extensions to the marketing time on old homes, 27% increased benefits to new hires, 24% provided loss protection on the old home, and 23% gave time extensions on duplicate house carrying expenses. Only 7% of all companies gave time extensions on MIDA payments, and only 13% extended home purchase assistance to renters.

Use of Relocation Management Firms

Of all companies surveyed, 70% said they are currently using a relocation management firm for one or more services. This is down slightly from the 73% reporting using relocation management firms in 1984.

Of the companies using relocation management firms, 97% said they are using one for third-party purchase of homes, 61% are using one for homefinding, 38% are obtaining equity loans from the firm, and 38% are using a relocation management firm for consulting.

Section III – Policies for Home Sale and Home Purchase

Policy for Selling a Transferred Employee's Home

Ninety-seven percent of all companies provided relocated employees with some form of assistance in selling their former living quarters. Sixty-one percent employed an outside relocation management firm or bank which offered to purchase the employee's home, 21% had a policy whereby the employee arranged for the sale of the home but was reimbursed for some or all of the home sale expense, and 14% had an in-house purchase program.

The percentage of companies using a relocation management firm or bank to purchase the transferred employee's home has leveled off at the 60% level after significant increases in the late 1970s and early 1980s. During the same period, the percentage of companies with direct reimbursement programs declined significantly but has stabilized in recent years at the 20% level.

Policy for Selling Former Living Quarters

Policy Reported	Percent of Companies							
	1985	1984	1983	1982	1981	1980	1979	1978
The employee must arrange for the sale of the home but is reimbursed for some or all of the home sale expense	21	20	21	24	27	35	43	43
The company employs an outside firm or bank which offers to purchase the employee's home	62	62	61	62	56	47	41	38
The company offers to purchase the employee's home	14	16	13	11	13	14	11	12
The employee is not given any assistance or reimbursement	3	2	5	3	4	4	5	6
Other policies	*	0	0	0	0	0	0	1
Total	100	100	100	100	100	100	100	100

*Less than one-half of one percent.

In previous studies, the more employees a company relocated, the more likely the company was to use a relocation management firm or bank to purchase the transferred employee's former home. In this year's survey, however, the only companies not using relocation management firms or banks to a significant degree are those which transferred less than 25 homeowners. Among this group of companies, only 42% reported using an outside firm. On the other hand, among those companies relocating more than 25 homeowners per year, the percentage using an outside firm is above the 70% level.

Policy for Selling Former Living Quarters by Number of Transferred Homeowners

Policy Reported	Percent of Companies			
	Number of Transferred Homeowners Under 25	25- 99	100- 249	250 or Over
The employee must arrange for the sale of the home but is reimbursed for some or all of the home sale expense	38	12	10	10
The company employs an outside firm or bank to purchase the employee's home	42	70	73	75
The company offers to purchase the employee's home	13	16	13	15
The employee is not given any assistance or reimbursement	6	2	4	0
Other policies	1	0	0	0
Total	100	100	100	100

Inventory Time

Companies with in-house or third-party programs for purchasing transferred employees' homes were asked about the length of time these homes were in inventory in 1985. Fourteen of the companies responding to this question said their average home was in inventory for less than three months, 25% said their average inventory period was between three and four months, 23% said between four and five months, and 37% said five months or more. The average home in the sample remained unsold for a period of four months and seventeen days. This average inventory period is identical to that reported in last year's survey.

Assigned Sales

For the first time, companies with in-house or third-party programs for purchasing transferred employees' homes were asked about amended or assigned sales. This is where the employee finds a buyer for the home on his or her own at a sale price equal to or higher than the company's offering price. The average company in the sample reported that nearly 26% of the homes which they offered to purchase were amended or assigned sales. Because companies with greater transfer activity reported significantly higher percentages of amended or assigned sales, it is estimated that closer to one-third of all homes which companies offered to purchase were amended or assigned sales.

Fifty-three percent of all companies which offered to purchase employees' homes reported that their amended or assigned sales as a percent of regular sales has been constant. On the other hand, 36% reported an increase in amended or assigned sales, while only 11% reported a decrease.

Percent Amended/Assigned Sales

Percent Amended or Assigned Sales	Percent of Companies			
	Number of Transferred Homeowners			
	Under 25	25-99	100-249	250 or Over
Less than 20%	62	46	32	21
20%-49%	24	34	47	47
50% or Over	14	20	21	32
Average Percent	18.5	25.1	30.5	37.2

Guarantee Against Loss Programs

Thirty-five percent of all companies in the sample reported they have a loss protection program to reimburse the employee for any loss on the sale of the home. By industry, the percentage of companies with a loss protection program range from a high of 67% in Wood and Paper to a low of 20% in both Business Machines and Rubber or Rubber Products.

Companies with a greater number of transferred homeowners are much more likely to have loss protection programs than companies with fewer transferred homeowners. For example, only 25% of the companies with less than 25 transferred homeowners reported having a loss protection program while nearly 70% of the companies with 500 or more transferred homeowners reported having such a program.

In establishing the amount of the employee's loss, companies with loss protection programs will generally use the current appraised value of the home in their calculation. For example, 23% figure the amount of the loss based on the original purchase price of the home less the current appraised value; 18% add any cost of improvements to the cost side and then subtract the current appraised value; and 17% use an appraised value at the time of the original purchase less the current appraised value. Thus, 58% of all companies with loss protection programs used the current appraised value in the revenue side of the calculation. Of the remaining companies, 23% use the actual sale price of the home to determine revenue, and 5% use the amount received from the sale after subtracting closing costs.

On the cost side of the equation, 34% of all companies with loss protection programs reported using the original purchase price of the home to establish cost. Thirty percent of the companies, however, also include the cost of improvements, if any, while 22% use an appraised value at the time of the original purchase.

Sixty-three percent of the companies with loss protection programs said that loss protection is written into their policy. The remaining 37% said loss protection is offered selectively on a case-by-case basis. Nearly 70% of the companies with loss protection programs reported they also reimburse employees for any income tax liability on the loss protection payment.

Mortgage Interest Differential Allowances (MIDAs)

Seventy-four percent of all companies in the survey reported providing mortgage interest differential allowances to compensate employees for the difference between the cost of old and new mortgages. This is down slightly from the 76% which reported offering MIDAs in the last survey, and the 79% offering MIDAs in 1983.

Mortgage Buydowns

While the proportion of companies offering MIDA payments to compensate employees has fallen in recent years, another form of compensation has risen significantly. Fifteen percent of all companies in this year's survey reported they provided mortgage buydowns as a form of assistance. To "buy down" a mortgage, a company offers to pay a mortgage lender the difference between the lender's rate of interest and a lower rate of interest for a period of time. The percentage of companies offering mortgage buydowns has more than doubled from last year's 6%, and is five times higher than the 3% of companies which reported offering mortgage buydowns in 1983.

Section IV – Cost-of-Living Allowances (COLAs)

Twenty-seven percent of all companies interviewed in this year's survey said they have had difficulties with employees accepting transfers into high cost-of-living areas. This is down somewhat from the 33% which reported having difficulties in 1984 and 1983, and down considerably from the 48% reporting difficulties as recently as 1981.

Twenty percent of all companies in this year's survey offered a cost-of-living differential allowance to encourage employees to accept transfers to higher cost-of-living areas. This is down slightly from the 21% reporting a COLA policy last year, and the 22% reporting a COLA policy in 1983. In calculating differences between the cost-of-living for different areas, 35% simply used a fixed percent for given areas. Another 31% used the difference in costs for a market basket of goods (up from only 17% in 1984); 19% used the difference in the cost of housing only; 8% used formulas provided by outside sources; and 12% had other formulas.

Among companies with a cost-of-living allowance policy, 42% had a policy where the employee received a salary supplement in each pay period, and 44% of these companies paid the supplement until the employee transferred to a lower cost-of-living area. Another 20% of all companies with a COLA policy provided the employee with an annual payment, 19% provided quarterly or semi-annual payments, and 17% provided a lump-sum payment at the time of the move. The percentage of companies providing lump sum payments is down considerably from the 32% which reported this policy in last year's survey.

Among companies with a COLA policy, 77% said they used cost-of-living statistics provided by outside sources. The statistics used are generally updated annually (61%) and include data for each area on the cost of a house (84%); nonmortgage housing costs such as property taxes, utilities, etc. (77%); state and local income taxes (73%); transportation costs (70%); and market basket costs of food, clothing, etc. (also 70%).

Thirty-eight percent of companies which used cost-of-living statistics from outside sources also received international cost-of-living statistics. Another 5% did not receive such statistics but said they have a need for them.

Section V – Tax Adder Payments

Sixty-six percent of all companies said they provided employees with tax adder payments to offset the tax liability on payments which may be considered income. This is up slightly from the 63% of companies which provided tax adder payments in 1984. Among companies which provided tax adder payments, 67% "grossed up" the tax adder payment to reimburse employees for the additional taxes due on the tax adder payment itself.

This is down slightly from the 68% of companies which grossed up tax adder payments in 1984.

As in previous studies, companies with the largest number of transferred homeowners were more likely to reimburse for the added tax liability than companies with fewer homeowner transfers. On the other hand, there was little correlation between the number of transferred homeowners and companies which grossed up tax adder payments.

Companies Reimbursing for Tax Liability on Nondeductible Expenses

Number of Homeowners Transferred	% Providing Tax Adder Payments	% Which Gross-Up Tax Adder Payments
Under 25	52	66
25-99	72	68
100-249	75	67
250 or More	83	65
Total Companies	66	67

In calculating tax adder payments, nearly all companies (80%) determined the amount reimbursed based on the employee's income or salary. Only 19% reimbursed a fixed percent of nondeductible expenses. Among companies using the employee's income or salary, 55% based the calculation on the employee's actual or expected income including bonuses, commissions, etc. Another 29% based the calculation on the new annualized salary after transfer, and 9% based it on actual family income including that of the spouse. Fifty-five percent of companies providing tax adder payments based on salary calculated the payment based on standard deductions included in tax tables. Another 22% determined the actual itemized deductions for each relocated employee, while 9% used tables of average itemized deductions at various salary levels, and 14% used a flat percentage of total income.

Fifty-four percent of all companies providing tax adder payments reimbursed the employee for all applicable taxes. On the other hand, 37% reimbursed the added liability on federal taxes only, and 10% reimbursed the liability on federal and state taxes only.

Sixty-seven percent of companies providing tax adder payments also reimbursed the employee for the tax on the tax adder payment itself. Among companies which also grossed up the tax adder payment, 74% calculated this reimbursement on an individual basis, and 62% reimbursed the employee for all applicable taxes (federal, state and local).

Among companies providing tax adder payments, 17% said they compensated the employee for the tax liability on MIDA payments. Only 8% said they compensated the employee for the tax liability on COLA payments, and 4% compensated for any tax liability on direct mortgage assistance.

Section VI – Relocation Costs and Tracking Systems

Costs to Relocate a Homeowner

In this section of the survey, a detailed analysis of the costs to relocate a homeowner was made. Costs were broken down into two categories—those related to shipment of household goods, sale of the home, homefinding, etc. and those related to subsidy payments made to transferred employees including MIDA and COLA payments, mortgage assistance and tax assistance.

As in previous studies, companies interviewed were much more likely to place a dollar cost on home sale, homefinding and transportation expenses than on subsidy payments. Eighty-seven percent of all firms could give a dollar figure for the first expense item. Only 50%, could estimate their subsidy payment costs.

In the area of home sale, home finding, and transportation expenses, the average company reported a total cost of \$27,380. This is essentially the same as the \$27,250 average reported by last year's sample. On the other hand, subsidy payments (among those companies which offered them) averaged \$7,430. This represented a decrease of 7% from last year's \$8,000 average. Average costs again were significantly higher for companies relocating a greater number of homeowners than for those relocating fewer homeowners. Generally, companies with a higher volume of transfers have more liberal programs.

Average Cost to Relocate by Number of Transferred Homeowners

	Number of Transferred Homeowners			
	Under 25	25– 99	100– 249	250 or More
Home Sale, Home Finding and Transportation	\$23,170	\$28,970	\$29,890	\$33,590
Subsidy Payments including MIDA, COLA, Tax Adders and Mortgage Assistance	\$ 5,810	\$ 7,320	\$ 6,500	\$ 6,050
Total Cost	\$28,980	\$36,290	\$36,390	\$39,640

NOTE: Average costs for subsidy payments were adjusted to account for the 12% of companies which did not offer MIDA, COLA or other subsidy payments.

Systems for Tracking Relocation Costs

Ninety-four percent of all companies interviewed reported that they had some form of system for tracking relocation costs. Further, 38% of all companies have a system which is either partly or totally computerized. Among companies which are using a manual system to track relocation costs, 47% said they plan to computerize their system in the next year.

Section VII – Group Moves

Eighteen percent of the companies in this year's survey reported one or more group moves in 1985. This is up slightly from the 16% which reported group moves in 1984. Among companies with group moves in 1985, 61% said their policy for employees involved in the group move(s) was the same as their regular relocation policy. While 39% of companies reported their policy for the group move was different from their regular policy, significantly more companies relocating under 25 homeowners reported a different policy than did those relocating more than 25 homeowners.

Sixty-four percent of the companies with group moves in 1985 reported receiving outside assistance in either planning or execution of the move. Fifty-three percent of companies with group moves said they received outside assistance in the sale of employee's former homes; 45% received assistance in area orientation or home finding; 26% received cost-of-living data for the area to which employees would be moved; and 24% received assistance in obtaining mortgages. On the other hand, only 10% of companies with group moves received assistance with employee surveys; 11% received site selection assistance, and 13% received assistance in overall management and planning of the group move.

Fourteen percent of all companies interviewed said they plan one or more group moves in the future. This is up slightly from the 12% of companies which reported plans for group moves in last year's survey.

Section VIII – Spouse Assistance

Thirty percent of the companies interviewed said they offered some type of job finding assistance for working spouses of relocated employees. This was up from the 28% reporting such programs last year, and 22% the previous year. Of the companies with spouse assistance programs, 59% said they tried to find spouses jobs with other companies or suppliers; 58% referred them to employment agencies; 48% helped them to prepare resumes; 44% had informal counseling sessions with spouses, and 40% said they tried to find them a job within the company. Among companies with spouse assistance programs, 25% reported they paid for formal counseling on how to find a job; 22% paid for resume preparation; 12% paid fees to employment agencies for finding jobs, and 11% reimbursed for an extra job finding trip to seek employment.

Twenty-four percent of all companies which provided assistance to working spouses may have provided any or all of the above assistance, but reported they had no formal plan for spouse assistance. Thus, whatever assistance was offered to working spouses was provided on a case-by-case basis depending on the spouses' individual needs.

Section IX – Other Assistance for Transferred Employees

Househunting Trips

Nearly all companies interviewed in this year's survey allowed for at least one househunting trip to the new location. Of the companies which provided reimbursements, the average company reimbursed for 1.7 trips. Forty percent of the companies interviewed said they allowed one trip, while 46% said they reimbursed for two trips, and 10% for three or more trips. There has been little change in reimbursements for househunting trips over the past several surveys.

Temporary Living at the New Location

Only nine of the 606 companies interviewed said they did not reimburse the employee for temporary living at the new location. Of the companies which reimbursed for temporary living, only 6% reimbursed for less than 30 days; 45% for between 30 and 44 days; 29% for between 45 and 74 days; and 15% for 75 days or longer.

Additional Copies of the *Policy Survey* can be obtained in two editions. The complete version, containing all tables and the summary is \$100. We are also offering the summary alone for \$35. You can order your copies of either edition by sending a request with your check to:

Merrill Lynch Relocation Management Inc.
Attention: Marketing Department (Survey)
4 Corporate Park Drive
White Plains, NY 10604

The Survey will be available only while supplies last.

Statistical Tables

Approximate Number of Employees Transferred During 1985

Table 1

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	0	0	2
Total Answering	24	50	13	12	51	82	21	38	27	31	24	604
Number of Employees Transferred in 1985												
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	21%	20%	23%	33%	24%	27%	29%	13%	4%	7%	4%	20%
20 - 49	13%	28%	15%	8%	24%	22%	14%	11%	19%	16%	29%	20%
50 - 99	13%	14%	15%	50%	26%	18%	24%	8%	15%	26%	33%	19%
100 - 199	8%	16%	31%	0%	18%	16%	14%	24%	22%	19%	4%	16%
200 - 499	21%	16%	15%	8%	8%	12%	14%	34%	26%	19%	17%	17%
500 or More	25%	6%	0%	0%	2%	5%	5%	11%	15%	13%	13%	8%
Average # Transferred	324	138	91	42	84	106	102	231	271	265	229	183

Approximate Number of Employees Transferred During 1985

Table 1

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	1	0	0	0	0	0	0	0	0	0	2
Total Answering	19	34	21	22	18	10	18	10	15	64	604
Number of Employees Transferred in 1985											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	5%	18%	19%	32%	17%	30%	22%	40%	7%	27%	20%
20 - 49	21%	15%	5%	46%	28%	20%	28%	10%	20%	16%	20%
50 - 99	0%	21%	29%	14%	6%	10%	17%	30%	27%	22%	19%
100 - 199	16%	18%	14%	9%	28%	10%	17%	0%	7%	16%	16%
200 - 499	26%	18%	24%	0%	17%	20%	17%	20%	33%	13%	17%
500 or More	32%	12%	10%	0%	6%	10%	0%	0%	7%	8%	8%
Average # Transferred	803	212	198	33	130	149	82	76	160	193	183

Approximate Number of Employees Transferred During 1985

Table 1

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	1	1	0	0	0	2
Total Answering	201	119	127	96	26	26	604
Number of Employees Transferred in 1985							
None	0%	0%	0%	0%	0%	0%	0%
Less Than 20	60%	0%	0%	0%	0%	0%	20%
20 - 49	37%	37%	0%	0%	0%	0%	20%
50 - 99	2%	47%	43%	0%	0%	0%	19%
100 - 199	1%	8%	45%	27%	0%	0%	16%
200 - 499	0%	8%	11%	66%	46%	0%	17%
500 or More	0%	1%	2%	7%	54%	100%	8%
Average # Transferred	17	77	124	293	586	1422	183

Number of Women Transferred in 1985

Table 2

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	7	11	0	3	6	13	7	12	6	11	8	117
Total Answering	17	39	13	9	45	70	14	26	21	20	16	489
Number of Women Transferred in 1985												
None	24%	26%	46%	33%	29%	20%	0%	12%	5%	10%	25%	22%
Less Than 5	35%	26%	23%	56%	38%	30%	57%	27%	33%	40%	19%	33%
5 - 9	12%	18%	15%	0%	20%	13%	14%	12%	14%	10%	25%	15%
10 - 14	6%	3%	15%	0%	9%	14%	7%	8%	10%	10%	6%	8%
15 - 24	6%	8%	0%	11%	0%	9%	0%	12%	14%	5%	0%	6%
25 or More	18%	21%	0%	0%	4%	14%	21%	31%	24%	25%	25%	16%
Average # Transferred	12	14	4	4	6	5	14	20	18	16	16	12

Number of Women Transferred in 1985

Table 2

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	5	4	2	2	2	3	2	2	3	8	117
Total Answering	15	30	19	20	16	7	16	8	12	56	489
Number of Women Transferred in 1985											
None	7%	23%	5%	30%	25%	43%	31%	13%	33%	27%	22%
Less Than 5	27%	30%	26%	50%	31%	14%	38%	38%	33%	36%	33%
5 - 9	13%	13%	11%	15%	13%	14%	13%	38%	17%	16%	15%
10 - 14	7%	7%	16%	5%	0%	14%	13%	0%	0%	4%	8%
15 - 24	0%	0%	16%	0%	13%	0%	6%	0%	8%	11%	6%
25 or More	47%	27%	26%	0%	19%	14%	0%	13%	8%	7%	16%
Average # Transferred	26	16	20	3	14	10	5	10	8	8	12

Number of Women Transferred in 1985

Table 2

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	18	24	29	25	7	8	117
Total Answering	183	96	99	71	19	18	489
Number of Women Transferred in 1985							
None	46%	17%	6%	0%	0%	0%	22%
Less Than 5	45%	40%	31%	11%	5%	0%	33%
5 - 9	6%	24%	30%	11%	5%	0%	15%
10 - 14	2%	12%	12%	11%	11%	6%	8%
15 - 24	1%	7%	9%	17%	11%	0%	6%
25 or More	0%	1%	11%	49%	68%	94%	16%
Average # Transferred	2	6	12	31	38	48	12

Approximate Number of Employees Transferred During 1984

Table 3

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	1	7	1	2	7	14	2	6	1	5	4	78
Total Answering	23	43	12	10	44	69	19	32	26	26	20	528
Number of Employees Transferred in 1984												
None	0%	2%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%
Less Than 20	26%	19%	8%	10%	25%	30%	21%	13%	4%	8%	0%	20%
20 - 49	13%	28%	33%	30%	21%	22%	21%	6%	23%	23%	35%	21%
50 - 99	4%	16%	17%	50%	21%	17%	16%	9%	19%	19%	20%	18%
100 - 199	9%	12%	25%	10%	25%	10%	21%	28%	15%	12%	15%	16%
200 - 499	22%	19%	17%	0%	7%	15%	21%	34%	23%	27%	15%	17%
500 or More	26%	5%	0%	0%	2%	4%	0%	9%	15%	12%	15%	8%
Average # Transferred	302	121	89	45	110	98	103	234	278	239	314	173

Approximate Number of Employees Transferred During 1984

Table 3

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	4	3	1	1	0	0	3	3	3	10	78
Total Answering	16	31	20	21	18	10	15	7	12	54	528
Number of Employees Transferred in 1984											
None	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Less Than 20	6%	16%	15%	43%	22%	20%	27%	57%	8%	24%	20%
20 - 49	6%	16%	10%	38%	22%	40%	20%	14%	17%	13%	21%
50 - 99	0%	26%	25%	14%	6%	10%	13%	14%	25%	26%	18%
100 - 199	19%	13%	20%	5%	28%	10%	27%	14%	33%	11%	16%
200 - 499	31%	16%	20%	0%	22%	10%	13%	0%	8%	19%	17%
500 or More	31%	13%	10%	0%	0%	10%	0%	0%	8%	7%	8%
Average # Transferred	649	221	201	34	106	142	83	48	144	162	173

Approximate Number of Employees Transferred During 1984

Table 3

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	30	16	13	11	0	3	78
Total Answering	171	104	115	85	26	23	528
Number of Employees Transferred in 1984							
None	2%	0%	0%	0%	0%	0%	1%
Less Than 20	60%	3%	0%	0%	0%	0%	20%
20 - 49	30%	43%	9%	0%	0%	4%	21%
50 - 99	7%	34%	35%	7%	0%	0%	18%
100 - 199	2%	13%	41%	25%	0%	0%	16%
200 - 499	0%	7%	15%	62%	54%	0%	17%
500 or More	0%	1%	1%	6%	46%	96%	8%
Average # Transferred	19	78	124	257	555	1257	173

Expectations for Number of Transfers in 1986

Table 4

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	1	0	0	1	0	1	7
Total Answering	24	50	13	12	51	82	21	38	26	31	23	599
Expectations												
Increase Over 1985	13%	10%	0%	0%	8%	20%	19%	13%	23%	23%	22%	15%
Decrease Over 1985	25%	24%	31%	92%	31%	13%	29%	16%	23%	19%	26%	26%
Remain the Same as 1985	63%	66%	69%	8%	61%	67%	52%	71%	54%	58%	52%	59%

Expectations for Number of Transfers in 1986

Table 4

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	3	7
Total Answering	20	33	21	22	18	10	18	10	15	61	599
Expectations											
Increase Over 1985	10%	18%	24%	32%	28%	0%	11%	10%	7%	12%	15%
Decrease Over 1985	35%	30%	5%	14%	28%	50%	39%	30%	27%	31%	26%
Remain the Same as 1985	55%	52%	71%	55%	44%	50%	50%	60%	67%	57%	59%

Expectations for Number of Transfers in 1986

Table 4

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	1	1	2	2	0	0	7
Total Answering	200	119	126	94	26	26	599
Expectations							
Increase Over 1985	16%	11%	14%	20%	23%	12%	15%
Decrease Over 1985	26%	30%	27%	20%	8%	31%	26%
Remain the Same as 1985	58%	59%	60%	60%	69%	58%	59%

Number of Employees Transferred in 1985 Who were Homeowners

Table 5

	Industry											
	Petro- leum & Gas	Food Prep & Distr'	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	63	21	38	27	31	24	606
No Answer; Don't Know	0	1	0	0	1	0	0	1	2	0	1	9
Total Answering	24	49	13	12	50	63	21	37	25	31	23	597
Number of Homeowners Transferred in 1985												
Less Than 25	29%	31%	31%	42%	42%	46%	33%	19%	12%	16%	30%	34%
25 - 49	8%	25%	8%	25%	12%	25%	24%	24%	16%	26%	26%	20%
50 - 99	8%	20%	39%	33%	32%	13%	33%	30%	20%	19%	26%	21%
100 - 249	21%	14%	23%	0%	8%	11%	10%	19%	32%	26%	4%	16%
250 - 499	13%	4%	0%	0%	4%	4%	0%	3%	4%	7%	4%	4%
500 or More	21%	4%	0%	0%	2%	1%	0%	5%	16%	7%	9%	4%
Average # Transferred	215	90	63	37	64	54	49	114	189	127	114	103

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	1	0	0	0	0	0	0	1	0	1	9
Total Answering	19	34	21	22	18	10	18	9	15	63	597
Number of Homeowners Transferred in 1985											
Less Than 25	26%	24%	24%	64%	39%	30%	28%	56%	20%	40%	33%
25 - 49	5%	18%	14%	23%	6%	20%	33%	22%	33%	19%	20%
50 - 99	21%	27%	19%	14%	28%	20%	22%	11%	13%	18%	21%
100 - 249	26%	21%	29%	0%	28%	20%	17%	11%	27%	14%	16%
250 - 499	11%	6%	10%	0%	0%	10%	0%	0%	0%	6%	4%
500 or More	11%	6%	0%	0%	0%	0%	0%	0%	7%	3%	4%
Average # Transferred	425	146	107	24	63	93	49	34	126	85	103

Number of Employees Transferred in 1985 Who were Homeowners

Table 5

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	0	0	0	0	0	9
Total Answering	201	120	128	96	26	26	597
Number of Homeowners Transferred in 1985							
Less Than 25	100%	0%	0%	0%	0%	0%	33%
25 - 49	0%	100%	0%	0%	0%	0%	20%
50 - 99	0%	0%	100%	0%	0%	0%	21%
100 - 249	0%	0%	0%	100%	0%	0%	16%
250 - 499	0%	0%	0%	0%	100%	0%	4%
500 or More	0%	0%	0%	0%	0%	100%	4%
Average # Transferred	11	34	65	157	335	887	103

Companies with a Formal, Written Relocation Policy

Table 6

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	24	50	13	12	51	83	21	38	27	31	24	606
Formal, Written Policy												
Do Have a Formal, Written Relocation Policy	96%	96%	100%	83%	94%	94%	95%	100%	100%	100%	100%	97%
Don't Have a Formal, Written Relocation Policy	4%	4%	0%	17%	6%	6%	5%	0%	0%	0%	0%	3%

Companies with a Formal, Written Relocation Policy

Table 6

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	20	34	21	22	18	10	18	10	15	64	606
Formal, Written Policy											
Do Have a Formal, Written Relocation Policy	100%	100%	95%	91%	100%	100%	94%	100%	100%	98%	97%
Don't Have a Formal, Written Relocation Policy	0%	0%	5%	9%	0%	0%	6%	0%	0%	2%	3%

Companies with a Formal, Written Relocation Policy

Table 6

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	201	120	128	96	26	26	606
Formal, Written Policy							
Do Have a Formal, Written Relocation Policy	93%	98%	100%	99%	96%	100%	97%
Don't Have a Formal, Written Relocation Policy	7%	3%	0%	1%	4%	0%	3%

Length of Time Companies have had a Formal Relocation Policy

Table 7

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Formal Policies	23	48	13	10	48	78	20	38	27	31	24	587
No Answer; Don't Know	1	0	0	0	3	0	0	1	1	2	0	14
Total Answering	22	48	13	10	45	78	20	37	26	29	24	573
Length of Time												
Less Than 1 Year	0%	0%	0%	0%	2%	4%	5%	3%	4%	0%	0%	2%
1 - 2 Years	0%	4%	0%	0%	2%	8%	5%	14%	0%	0%	0%	4%
3 - 4 Years	9%	8%	0%	10%	16%	10%	25%	11%	4%	0%	4%	8%
5 - 6 Years	14%	15%	31%	40%	18%	26%	15%	14%	27%	3%	29%	17%
7 - 9 Years	9%	8%	8%	20%	11%	9%	10%	19%	15%	7%	8%	13%
10 or More Years	68%	65%	62%	30%	51%	45%	40%	41%	50%	90%	58%	57%

Length of Time Companies have had a Formal Relocation Policy

Table 7

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Formal Policies	20	34	20	20	18	10	17	10	15	63	587
No Answer; Don't Know	0	0	1	1	1	0	1	0	0	2	14
Total Answering	20	34	19	19	17	10	16	10	15	61	573
Length of Time											
Less Than 1 Year	5%	0%	0%	0%	0%	0%	6%	0%	0%	0%	2%
1 - 2 Years	5%	0%	0%	0%	6%	10%	6%	0%	7%	8%	4%
3 - 4 Years	0%	0%	5%	5%	6%	0%	6%	0%	13%	12%	8%
5 - 6 Years	30%	6%	5%	5%	12%	20%	13%	20%	7%	13%	17%
7 - 9 Years	10%	15%	21%	16%	24%	0%	6%	20%	20%	18%	13%
10 or More Years	50%	79%	68%	74%	53%	70%	63%	60%	53%	49%	57%

Length of Time Companies have had a Formal Relocation Policy

Table 7

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Formal Policies	187	117	128	95	25	26	587
No Answer; Don't Know	6	2	3	2	1	0	14
Total Answering	181	115	125	93	24	26	573
Length of Time							
Less Than 1 Year	3%	0%	1%	1%	0%	4%	2%
1 - 2 Years	6%	5%	2%	3%	0%	0%	4%
3 - 4 Years	10%	10%	9%	5%	4%	0%	8%
5 - 6 Years	19%	21%	16%	11%	4%	19%	17%
7 - 9 Years	14%	14%	12%	14%	4%	0%	13%
10 or More Years	48%	50%	60%	66%	88%	77%	57%

Length of Time Since Relocation Policy was Last Revised

Table 8

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Formal Policies	23	48	13	10	48	78	20	38	27	31	24	587
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	0	2
Total Answering	23	47	13	10	48	78	20	38	27	31	24	585
Length of Time												
Less Than 1 Year Ago	39%	45%	23%	60%	38%	41%	45%	45%	41%	48%	17%	37%
1 - 2 Years Ago	39%	28%	31%	30%	38%	32%	45%	34%	44%	26%	42%	34%
3 or More Years Ago	17%	21%	39%	10%	19%	17%	0%	16%	7%	19%	33%	22%
Has Never Been Revised	4%	6%	8%	0%	6%	10%	10%	5%	7%	7%	8%	7%

Length of Time Since Relocation Policy was Last Revised

Table 8

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Formal Policies	20	34	20	20	18	10	17	10	15	63	587
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	2
Total Answering	20	34	20	20	18	10	17	10	15	62	585
Length of Time											
Less Than 1 Year Ago	40%	21%	45%	20%	39%	40%	18%	10%	40%	37%	37%
1 - 2 Years Ago	25%	50%	25%	25%	33%	30%	53%	20%	20%	31%	34%
3 or More Years Ago	25%	27%	30%	55%	22%	10%	24%	60%	33%	24%	22%
Has Never Been Revised	10%	3%	0%	0%	6%	20%	6%	10%	7%	8%	7%

Length of Time Since Relocation Policy was Last Revised

Table 8

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Formal Policies	187	117	128	95	25	26	587
No Answer; Don't Know	1	1	0	0	0	0	2
Total Answering	186	116	128	95	25	26	585
Length of Time							
Less Than 1 Year Ago	35%	34%	35%	43%	52%	42%	37%
1 - 2 Years Ago	30%	35%	42%	32%	20%	39%	34%
3 or More Years Ago	25%	24%	20%	20%	28%	15%	22%
Has Never Been Revised	11%	8%	2%	5%	0%	4%	7%

Reason for Revising Relocation Policy

Table 9

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Have Revised	22	44	12	10	45	70	18	36	25	29	22	545
No Answer; Don't Know	0	1	0	0	0	2	0	3	0	1	2	16
Total Answering	22	43	12	10	45	68	18	33	25	28	20	529
Reasons for Revising Policy												
To Keep Current	5%	30%	17%	20%	20%	25%	11%	15%	20%	14%	15%	20%
To Stay Competitive	0%	7%	0%	10%	4%	12%	0%	15%	4%	11%	5%	8%
To Clarify Our Policy	5%	2%	17%	0%	13%	3%	6%	6%	8%	4%	10%	6%
To Reduce or Cut Costs	0%	0%	8%	20%	2%	3%	0%	3%	8%	0%	0%	3%
Wrote a Formal Policy	0%	0%	8%	0%	4%	6%	6%	9%	0%	0%	0%	2%
To Combine Policies	0%	2%	0%	0%	2%	2%	6%	6%	0%	0%	0%	2%
To Be More Flexible	0%	0%	8%	0%	0%	3%	0%	3%	0%	4%	0%	2%
To Stay Within Terms of Union Contract	0%	0%	0%	0%	0%	0%	0%	0%	12%	0%	0%	1%
Changed MIDA Payments	5%	9%	8%	20%	4%	4%	11%	3%	4%	7%	20%	8%

Reason for Revising Relocation Policy

Table 9

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Added or Changed a Relocation Service Firm	5%	7%	17%	10%	4%	7%	6%	12%	8%	7%	0%	8%
Increased Assistance on Sale of Old Home	18%	12%	0%	0%	9%	2%	11%	12%	4%	11%	5%	7%
Increased Assistance for Purchase of New Home	14%	7%	8%	10%	7%	6%	0%	3%	0%	4%	15%	6%
Added or Liberalized Reimbursements for Tax Liability	9%	2%	0%	0%	4%	4%	11%	0%	4%	0%	10%	4%
Made Policy More Liberal for New Hires	9%	0%	0%	0%	4%	0%	11%	0%	0%	0%	0%	2%
Increased Miscellaneous Allowances	0%	9%	0%	0%	11%	9%	6%	3%	16%	7%	15%	8%
Increased Unspecified Benefits	9%	2%	8%	10%	2%	4%	6%	3%	8%	11%	10%	7%
Made Minor Changes	9%	7%	0%	0%	7%	6%	0%	0%	0%	7%	0%	5%
Decreased Our Benefits	9%	2%	8%	0%	2%	4%	11%	6%	16%	4%	0%	4%
Policy Is Being Revised Now	0%	5%	0%	0%	0%	3%	6%	0%	0%	7%	0%	2%
All Other Reasons	14%	5%	0%	10%	11%	9%	0%	9%	12%	7%	5%	8%

Reason for Revising Relocation Policy

Table 9

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Have Revised	18	33	20	20	17	8	16	9	14	57	545
* No Answer; Don't Know	0	0	0	0	1	0	3	0	0	3	16
Total Answering	18	33	20	20	16	8	13	9	14	54	529
Reasons for Revising Policy											
To Keep Current	44%	21%	30%	15%	6%	13%	8%	33%	7%	24%	20%
To Stay Competitive	17%	6%	10%	10%	6%	0%	0%	11%	21%	6%	8%
To Clarify Our Policy	22%	3%	0%	5%	6%	0%	8%	0%	7%	9%	6%
To Reduce or Cut Costs	0%	6%	0%	5%	0%	0%	0%	0%	7%	4%	3%
Wrote a Formal Policy	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
To Combine Policies	6%	3%	0%	0%	0%	0%	0%	0%	0%	2%	2%
To Be More Flexible	0%	0%	0%	5%	0%	13%	0%	0%	0%	2%	2%
To Stay Within Terms of Union Contract	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
Changed MIDA Payments	0%	9%	10%	5%	6%	13%	23%	0%	14%	11%	8%

Reason for Revising Relocation Policy

Table 9

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Added or Changed a Relocation Service Firm	0%	12%	5%	0%	19%	38%	8%	11%	14%	6%	8%
Increased Assistance on Sale of Old Home	0%	6%	5%	0%	6%	0%	15%	0%	14%	4%	7%
Increased Assistance for Purchase of New Home	0%	0%	10%	0%	6%	13%	15%	0%	14%	2%	6%
Added or Liberalized Reimbursements for Tax Liability	0%	9%	5%	5%	6%	0%	0%	11%	0%	6%	4%
Made Policy More Liberal for New Hires	0%	3%	5%	0%	0%	0%	8%	0%	0%	0%	2%
Increased Miscellaneous Allowances	0%	15%	15%	15%	0%	13%	0%	0%	0%	6%	8%
Increased Unspecified Benefits	17%	3%	0%	5%	25%	0%	0%	11%	7%	13%	7%
Made Minor Changes	0%	9%	5%	5%	13%	13%	15%	0%	0%	2%	5%
Decreased Our Benefits	0%	3%	5%	5%	0%	0%	0%	0%	7%	0%	4%
Policy Is Being Revised Now	6%	0%	0%	5%	0%	0%	8%	11%	0%	2%	2%
All Other Reasons	6%	6%	5%	20%	0%	0%	0%	11%	7%	9%	8%

Reason for Revising Relocation Policy

Table 9

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Have Revised	166	107	125	90	25	25	545
No Answer; Don't Know	5	5	3	1	2	0	16
Total Answering	161	102	122	89	23	25	529
Reasons for Revising Policy							
To Keep Current	17%	26%	20%	20%	26%	12%	20%
To Stay Competitive	7%	10%	9%	7%	4%	8%	8%
To Clarify Our Policy	5%	7%	9%	6%	0%	8%	6%
To Reduce or Cut Costs	3%	3%	3%	2%	4%	4%	3%
Wrote a Formal Policy	5%	3%	0%	1%	0%	0%	2%
To Combine Policies	2%	1%	2%	2%	0%	4%	2%
To Be More Flexible	3%	1%	1%	2%	0%	0%	2%
To Stay Within Terms of Union Contract	0%	1%	0%	2%	0%	4%	1%
Changed MIDA Payments	10%	8%	7%	9%	4%	0%	8%

Reason for Revising Relocation Policy

Table 9

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Added or Changed a Relocation Service Firm	7%	7%	9%	12%	0%	4%	8%
Increased Assistance on Sale of Old Home	4%	3%	9%	8%	9%	20%	7%
Increased Assistance for Purchase of New Home	6%	6%	5%	5%	13%	4%	6%
Added or Liberalized Reimbursements for Tax Liability	7%	3%	3%	5%	9%	0%	4%
Made Policy More Liberal for New Hires	1%	2%	3%	0%	9%	0%	2%
Increased Miscellaneous Allowances	12%	4%	8%	6%	4%	8%	8%
Increased Unspecified Benefits	4%	7%	8%	5%	9%	20%	7%
Made Minor Changes	4%	7%	7%	3%	4%	0%	5%
Decreased Our Benefits	5%	0%	5%	5%	4%	8%	4%
Policy Is Being Revised Now	4%	0%	2%	3%	4%	0%	2%
All Other Reasons	9%	9%	4%	7%	9%	8%	8%

Companies which Transfer Employees Internationally

Table 10

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	1 38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	1	0	0	0	1
Total Answering	24	50	13	12	51	83	21	37	27	31	24	605
International Transfers												
Do Transfer Employees Internationally	67%	50%	31%	58%	67%	39%	38%	24%	41%	10%	79%	52%
Do Not Transfer Employees Internationally	33%	50%	69%	42%	33%	61%	62%	76%	59%	90%	21%	48%

Companies which Transfer Employees Internationally

Table 10

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	20	34	21	22	18	10	18	10	15	64	605
International Transfers											
Do Transfer Employees Internationally	90%	77%	81%	68%	33%	60%	44%	30%	60%	59%	52%
Do Not Transfer Employees Internationally	10%	24%	19%	32%	67%	40%	56%	70%	40%	41%	48%

Companies which Transfer Employees Internationally

Table 10

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	0	1	0	0	0	1
Total Answering	201	120	127	96	26	26	605
International Transfers							
Do Transfer Employees Internationally	36%	42%	65%	68%	81%	73%	52%
Do Not Transfer Employees Internationally	64%	58%	35%	32%	19%	27%	48%

Whether International Transfers are Covered Under the Same Policy as Domestic Transfers

Table 11

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Transfer Internationally	16	25	4	7	34	32	8	9	11	3	19	314
No Answer; Don't Know	0	1	0	1	0	1	0	0	0	0	2	8
Total Answering	16	24	4	6	34	31	8	9	11	3	17	306
Policy For Inter- national Transfers												
Same Relocation Policy as Domestic Transfers	13%	38%	75%	0%	41%	29%	88%	56%	36%	100%	29%	36%
Have Separate Relocation Policy for International Transfers	88%	63%	25%	100%	59%	71%	13%	44%	64%	0%	71%	64%

Whether International Transfers are Covered Under the Same Policy as Domestic Transfers

Table 11

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Transfer Internationally	18	26	17	15	6	6	8	3	9	38	314
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	3	8
Total Answering	18	26	17	15	6	6	8	3	9	35	306
Policy For Inter- national Transfers											
Same Relocation Policy as Domestic Transfers	33%	27%	12%	47%	67%	33%	50%	33%	22%	37%	36%
Have Separate Relocation Policy for International Transfers	67%	73%	88%	53%	33%	67%	50%	67%	78%	63%	64%

Whether International Transfers are Covered Under the Same Policy as Domestic Transfers

Table 11

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Transfer Internationally	73	50	82	65	21	19	314
No Answer; Don't Know	1	2	3	2	0	0	8
Total Answering	72	48	79	63	21	19	306
Policy For International Transfers							
Same Relocation Policy as Domestic Transfers	46%	48%	29%	37%	10%	21%	36%
Have Separate Relocation Policy for International Transfers	54%	52%	71%	64%	91%	79%	64%

Companies with a Formal Flexible (or Cafeteria Style) Benefit Program for Transferred Employees

Table 12

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	2	0	1	0	1	2	1	0	1	2	1	19
Total Answering	22	50	12	12	50	81	20	38	26	29	23	587
Flexible Benefit Program for Transferred Employees												
Company Does Have a Flexible Benefit Program	0%	6%	0%	0%	4%	14%	5%	11%	0%	7%	13%	6%
Company Does Not Have a Flexible Benefit Program But Is Considering One	5%	12%	0%	8%	8%	7%	0%	8%	8%	7%	9%	8%
Company Does Not Have and Is Not Considering One	96%	82%	100%	92%	88%	79%	95%	82%	92%	86%	78%	86%

Companies with a Formal Flexible (or Cafeteria Style) Benefit Program for Transferred Employees

Table 12

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	1	0	0	0	1	1	0	1	4	19
Total Answering	20	33	21	22	18	9	17	10	14	60	587
Flexible Benefit Pro- gram for Transferred Employees											
Company Does Have a Flexible Benefit Program	5%	0%	0%	9%	6%	11%	0%	0%	7%	3%	6%
Company Does Not Have a Flexible Benefit Pro- gram But Is Considering One	15%	3%	14%	23%	11%	0%	0%	0%	14%	8%	8%
Company Does Not Have and Is Not Considering One	80%	97%	86%	68%	83%	89%	100%	100%	79%	88%	86%

Companies with a Formal Flexible (or Cafeteria Style) Benefit Program for Transferred Employees

Table 12

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	7	5	1	4	0	2	19
Total Answering	194	115	127	92	26	24	587
Flexible Benefit Program for Transferred Employees							
Company Does Have a Flexible Benefit Program	5%	7%	8%	5%	4%	0%	6%
Company Does Not Have a Flexible Benefit Program But Is Considering One	9%	10%	6%	8%	19%	4%	8%
Company Does Not Have and Is Not Considering One	86%	84%	87%	87%	77%	96%	86%

Companies which Made Changes to Their Policy for Assisting Transferred Employees in 1985

Table 13

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	2	0	0	0	6
Total Answering	24	50	13	12	51	83	21	36	27	31	24	600
Companies Making Changes												
Have Made Changes	29%	14%	15%	25%	12%	13%	10%	11%	22%	19%	13%	15%
Have Not Made Changes	71%	86%	85%	75%	88%	87%	91%	89%	78%	81%	88%	85%

Companies which Made Changes to Their Policy for Assisting Transferred Employees in 1985

Table 13

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	2	0	1	1	0	0	6
Total Answering	20	34	21	22	16	10	17	9	15	64	600
Companies Making Changes											
Have Made Changes	20%	21%	14%	18%	25%	10%	12%	0%	20%	9%	15%
Have Not Made Changes	80%	79%	86%	82%	75%	90%	88%	100%	80%	91%	85%

Companies which Made Changes to Their Policy for Assisting Transferred Employees in 1985

Table 13

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	1	2	1	2	0	0	6
Total Answering	200	118	127	94	26	26	600
Companies Making Changes							
Have Made Changes	11%	12%	13%	25%	27%	31%	15%
Have Not Made Changes	89%	88%	87%	76%	73%	69%	85%

Changes Made to Policy in 1985

Table 14

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct. & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Made Changes	7	7	2	3	6	11	2	4	6	6	3	91
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	7	7	2	3	6	11	2	4	6	6	3	90
Changes												
Offered or Increased Guarantee Against Loss	43%	43%	0%	0%	17%	9%	0%	0%	33%	17%	0%	17%
Hired or Changed a Relocation Service Firm	0%	0%	0%	0%	0%	9%	0%	0%	0%	0%	0%	3%
Offered or Increased Reimbursements of Other Home Sale Costs	14%	14%	0%	0%	0%	0%	0%	0%	0%	17%	0%	6%
Offered or Increased Equity Loans	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Offered or Increased MID Allowance	14%	29%	0%	0%	0%	18%	0%	0%	0%	0%	33%	10%
Offered or Increased Cost of Living Allowance	0%	14%	0%	0%	0%	27%	0%	0%	17%	0%	0%	8%

Changes Made to Policy in 1985

Table 14

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Offered or Increased Reimbursement of Closing Costs on New Home	0%	0%	0%	0%	0%	9%	0%	0%	0%	17%	0%	7%
Offered or Increased Temporary Living Allowances	0%	14%	0%	0%	0%	0%	0%	25%	0%	0%	0%	3%
Offered or Increased Allowances for House Hunting Trips	0%	14%	0%	0%	0%	9%	0%	0%	0%	0%	0%	2%
Offered or Increased Miscellaneous Expense Allowance	0%	14%	0%	0%	0%	0%	0%	25%	0%	17%	33%	10%
Offered or Liberalized Reimbursements for Tax Liability	0%	14%	0%	0%	17%	9%	0%	0%	33%	0%	33%	7%
Offered or Liberalized Mortgage Assistance Program	14%	14%	0%	0%	0%	9%	50%	0%	0%	0%	0%	7%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	14%	14%	0%	0%	0%	0%	0%	25%	0%	0%	33%	9%

Changes Made to Policy in 1985

Table 14

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Offered or Increased Spouse Assistance Program	0%	0%	0%	0%	0%	9%	0%	0%	17%	0%	0%	4%
More Liberal Policy (Unspecified)	0%	0%	0%	33%	33%	0%	0%	0%	0%	0%	0%	4%
Liberalized Policy to Cover More Employees or New Hires	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%	0%	4%
Have a More Limited Policy	0%	14%	100%	0%	17%	18%	50%	75%	50%	0%	0%	20%
Other Changes	29%	0%	0%	67%	0%	18%	0%	25%	17%	50%	0%	21%

Changes Made to Policy in 1985

Table 14

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Made Changes	4	7	3	4	4	1	2	0	3	6	91
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	1
Total Answering	4	7	3	4	4	1	2	0	3	5	90
Changes											
Offered or Increased Guarantee Against Loss	25%	14%	0%	0%	25%	0%	0%	0%	33%	0%	17%
Hired or Changed a Relocation Service Firm	0%	0%	0%	0%	0%	100%	0%	0%	0%	20%	3%
Offered or Increased Reimbursements of Other Home Sale Costs	25%	0%	0%	0%	0%	0%	0%	0%	0%	20%	6%
Offered or Increased Equity Loans	0%	0%	0%	25%	0%	0%	0%	0%	33%	0%	2%
Offered or Increased MID Allowance	25%	0%	0%	0%	25%	0%	0%	0%	33%	0%	10%
Offered or Increased Cost of Living Allowance	0%	14%	0%	0%	25%	0%	0%	0%	0%	0%	8%

Changes Made to Policy in 1985

Table 14

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Offered or Increased Reimbursement of Closing Costs on New Home	0%	0%	0%	25%	25%	0%	0%	0%	33%	20%	7%
Offered or Increased Temporary Living Allowances	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	3%
Offered or Increased Allowances for House Hunting Trips	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Offered or Increased Miscellaneous Expense Allowance	25%	14%	33%	25%	0%	0%	0%	0%	33%	0%	10%
Offered or Liberal- ized Reimbursements for Tax Liability	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
Offered or Liberal- ized Mortgage Assistance Program	25%	0%	0%	25%	0%	0%	0%	0%	0%	0%	7%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	25%	0%	0%	0%	0%	0%	50%	0%	33%	20%	9%

Changes Made to Policy in 1985

Table 14

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Offered or Increased Spouse Assistance Program	0%	14%	33%	0%	0%	0%	0%	0%	0%	0%	4%
More Liberal Policy (Unspecified)	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	4%
Liberalized Policy to Cover More Employees or New Hires	0%	0%	33%	0%	0%	0%	0%	0%	33%	0%	4%
Have a More Limited Policy	0%	43%	0%	0%	0%	0%	0%	0%	33%	20%	20%
Other Changes	25%	29%	67%	25%	0%	0%	50%	0%	0%	20%	21%

Changes Made to Policy in 1985

Table 14

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Made Changes	22	14	16	23	7	8	91
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	21	14	16	23	7	8	90
Changes							
Offered or Increased Guarantee Against Loss	5%	21%	13%	9%	29%	63%	17%
Hired or Changed a Relocation Service Firm	5%	0%	6%	4%	0%	0%	3%
Offered or Increased Reimbursements of Other Home Sale Costs	0%	7%	6%	4%	0%	25%	6%
Offered or Increased Equity Loans	5%	7%	0%	0%	0%	0%	2%
Offered or Increased MID Allowance	14%	7%	13%	9%	0%	13%	10%
Offered or Increased Cost of Living Allowance	10%	0%	6%	9%	14%	13%	8%

Changes Made to Policy in 1985

Table 14

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offered or Increased Reimbursement of Closing Costs on New Home	10%	14%	6%	4%	0%	0%	7%
Offered or Increased Temporary Living Allowances	5%	7%	0%	4%	0%	0%	3%
Offered or Increased Allowances for House Hunting Trips	10%	0%	0%	0%	0%	0%	2%
Offered or Increased Miscellaneous Expense Allowance	5%	21%	13%	9%	14%	0%	10%
Offered or Liberalized Reimbursements for Tax Liability	14%	0%	0%	13%	0%	0%	7%
Offered or Liberalized Mortgage Assistance Program	5%	7%	0%	13%	14%	0%	7%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	14%	7%	6%	9%	0%	13%	9%

Changes Made to Policy in 1985

Table 14

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offered or Increased Spouse Assistance Program	5%	0%	0%	4%	14%	13%	4%
More Liberal Policy (Unspecified)	0%	0%	6%	9%	0%	0%	4%
Liberalized Policy to Cover More Employees or New Hires	5%	14%	0%	4%	0%	0%	4%
Have a More Limited Policy	19%	29%	25%	17%	14%	13%	20%
Other Changes	14%	14%	31%	22%	43%	13%	21%

Companies which Anticipate Making Changes to Their Policy for Assisting
Transferred Employees in 1986

Table 15

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Mechs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	24	50	13	12	51	83	21	38	27	31	24	606
Companies Anticipating Changes												
Do Anticipate Making Changes	25%	30%	23%	25%	18%	23%	29%	16%	33%	23%	21%	23%
Do Not Anticipate Making Changes	71%	64%	69%	75%	77%	69%	67%	74%	56%	77%	71%	72%
Don't Know	4%	6%	8%	0%	6%	8%	5%	11%	11%	0%	8%	5%

Companies which Anticipate Making Changes to Their Policy for Assisting Transferred Employees in 1986

Table 15

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer	0	0	0	0	0	0	0	0	0	0	0
Total Answering	20	34	21	22	18	10	18	10	15	64	606
Companies Anticipating Changes											
Do Anticipate Making Changes	25%	18%	24%	23%	33%	40%	22%	50%	27%	16%	23%
Do Not Anticipate Making Changes	75%	79%	76%	77%	61%	60%	72%	50%	73%	84%	72%
Don't Know	0%	3%	0%	0%	6%	0%	6%	0%	0%	0%	5%

Companies which Anticipate Making Changes to Their Policy for Assisting Transferred Employees in 1986

Table 15

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer	0	0	0	0	0	0	0
Total Answering	201	120	128	96	26	26	606
Companies Anticipating Changes							
Do Anticipate Making Changes	15%	28%	23%	30%	42%	23%	23%
Do Not Anticipate Making Changes	81%	69%	71%	66%	50%	65%	72%
Don't Know	4%	3%	6%	4%	8%	12%	5%

Anticipated Changes to Policy

Table 16

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Anticipating Changes	6	15	3	3	9	19	6	6	9	7	5	142
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	0	0	2
Total Answering	6	15	3	3	9	18	6	6	9	7	5	140
Anticipated Changes												
Offering or Liberal- izing In-House Purchase Program	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Offering or Liberal- izing Guarantee Against Loss Program	17%	0%	33%	0%	0%	6%	0%	0%	0%	14%	0%	5%
Considering Hiring or Changing a Relocation Service Firm	0%	0%	0%	0%	11%	6%	0%	0%	11%	14%	0%	6%
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	0%	33%	0%	11%	0%	0%	0%	0%	14%	20%	4%
Offering or Increasing Equity Loans	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%

Anticipated Changes to Policy

Table 16

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Offering or Increasing MID Allowance	17%	7%	0%	0%	0%	11%	17%	0%	11%	14%	0%	6%
Offering or Increasing Cost of Living Allow- ance	0%	0%	0%	0%	0%	6%	17%	0%	0%	0%	0%	5%
Offering or Increasing Closing Costs on New Home	0%	0%	0%	0%	22%	11%	0%	17%	0%	14%	0%	4%
Offering or Increasing Temporary Living Allowances	0%	0%	0%	0%	11%	0%	0%	17%	0%	0%	20%	4%
Offering or Increasing Allowances for Ship- ment of Household Goods	0%	0%	0%	33%	0%	11%	0%	0%	11%	0%	0%	3%
Offering or Increasing Miscellaneous Expense Allowances	0%	7%	0%	0%	0%	6%	0%	0%	0%	0%	20%	3%
Offering or Liberal- izing Reimbursements for Tax Liability	0%	7%	0%	0%	0%	6%	0%	17%	11%	0%	0%	4%

Anticipated Changes to Policy

Table 16

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Offering or Liberal- izing Mortgage Assistance Program	17%	7%	0%	0%	0%	0%	0%	17%	11%	14%	0%	4%
Offering or Liberal- izing Spouse Assistance	0%	7%	0%	0%	0%	0%	0%	0%	11%	0%	20%	4%
Considering Incentives for Employees to Sell Homes on Their Own	17%	7%	33%	0%	11%	6%	0%	17%	11%	43%	0%	11%
Considering More Liberal Reimbursements (Unspecified)	0%	0%	0%	33%	0%	0%	0%	0%	0%	0%	20%	1%
Considering Covering More Employees or New Hires	0%	20%	0%	0%	0%	0%	0%	17%	0%	0%	0%	5%
Decreasing Our Assistance	17%	20%	33%	0%	11%	6%	17%	0%	11%	0%	0%	12%
All Other Changes	0%	7%	0%	0%	11%	6%	17%	0%	33%	29%	0%	11%
Under Discussion Now; Policy Changes Not Finalized	33%	13%	0%	33%	11%	11%	0%	17%	0%	14%	20%	10%
Don't Know Yet	0%	13%	0%	0%	11%	28%	50%	0%	22%	0%	20%	15%

Anticipated Changes to Policy

Table 16

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Anticipating Changes	5	6	5	5	6	4	4	5	4	10	142
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	0	2
Total Answering	5	6	5	5	6	3	4	5	4	10	140
Anticipated Changes											
Offering or Liberal- izing In-House Purchase Program	20%	0%	0%	0%	0%	0%	25%	0%	0%	0%	1%
Offering or Liberal- izing Guarantee Against Loss Program	20%	17%	0%	0%	0%	0%	0%	20%	0%	0%	5%
Considering Hiring or Changing a Relocation Service Firm	20%	0%	20%	0%	33%	0%	0%	0%	25%	0%	6%
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	0%	0%	0%	17%	0%	0%	0%	0%	0%	4%
Offering or Increasing Equity Loans	0%	0%	0%	0%	17%	33%	0%	0%	0%	0%	1%

Anticipated Changes to Policy

Table 16

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Offering or Increasing MID Allowances	0%	0%	0%	0%	0%	0%	25%	0%	25%	0%	6%
Offering or Increasing Cost of Living Allowance	0%	50%	0%	0%	0%	0%	0%	0%	25%	10%	5%
Offering or Increasing Closing Costs on New Home	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Offering or Increasing Temporary Living Allowances	0%	0%	0%	20%	0%	0%	0%	0%	0%	10%	4%
Offering or Increasing Allowances for Shipment of Household Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Offering or Increasing Miscellaneous Expense Allowances	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	3%
Offering or Liberal- izing Reimbursements for Tax Liability	0%	0%	0%	0%	0%	0%	25%	20%	0%	0%	4%

Anticipated Changes to Policy

Table 16

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Offering or Liberal- izing Mortgage Assistance Program	0%	0%	0%	0%	0%	33%	0%	0%	0%	0%	4%
Offering or Liberal- izing Spouse Assistance	20%	0%	0%	20%	0%	0%	0%	0%	0%	0%	4%
Considering Incentives for Employees to Sell Homes on Their Own	0%	17%	40%	20%	0%	0%	0%	0%	25%	0%	11%
Considering More Liberal Reimbursements (Unspecified)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Considering Covering More Employees or New Hires	20%	17%	0%	20%	0%	0%	0%	0%	0%	0%	5%
Decreasing Our Assistance	0%	17%	20%	20%	0%	33%	0%	20%	0%	30%	12%
All Other Changes	20%	0%	0%	20%	17%	0%	25%	20%	0%	10%	11%
Under Discussion Now; Policy Changes Not Finalized	20%	0%	0%	0%	0%	0%	0%	0%	0%	20%	10%
Don't Know Yet	0%	0%	20%	20%	17%	0%	25%	20%	0%	20%	15%

Anticipated Changes to Policy

Table 16

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Anticipating Changes	30	34	30	29	11	6	142
No Answer; Don't Know	0	0	1	0	1	0	2
Total Answering	30	34	29	29	10	6	140
Anticipated Changes							
Offering or Liberalizing In-House Purchase Program	3%	0%	0%	3%	0%	0%	1%
Offering or Liberalizing Guarantee Against Loss Program	3%	0%	7%	14%	0%	0%	5%
Considering Hiring or Changing a Relocation Service Firm	13%	3%	0%	3%	20%	17%	6%
Offering or Increasing Reimbursements for Other Home Sale Costs	3%	3%	3%	7%	0%	0%	4%
Offering or Increasing Equity Loans	0%	3%	3%	0%	0%	0%	1%

Anticipated Changes to Policy

Table 16

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offering or Increasing MID Allowance	10%	0%	3%	17%	0%	0%	6%
Offering or Increasing Cost of Living Allowance	7%	9%	7%	0%	0%	0%	5%
Offering or Increasing Closing Costs on New Home	0%	6%	3%	3%	10%	0%	4%
Offering or Increasing Temporary Living Allowances	0%	9%	3%	3%	0%	0%	4%
Offering or Increasing Allowances for Shipment of Household Goods	10%	0%	0%	3%	0%	0%	3%
Offering or Increasing Miscellaneous Expense Allowances	3%	3%	7%	0%	0%	0%	3%
Offering or Liberalizing Reimbursements for Tax Liability	7%	9%	3%	0%	0%	0%	4%

Anticipated Changes to Policy

Table 16

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offering or Liberalizing Mortgage Assistance Program	0%	0%	3%	7%	30%	0%	4%
Offering or Liberalizing Spouse Assistance	0%	6%	3%	3%	10%	0%	4%
Considering Incentives for Employees to Sell Homes on Their Own	7%	15%	3%	21%	10%	0%	11%
Considering More Liberal Reimbursements (Unspecified)	0%	0%	7%	0%	0%	0%	1%
Considering Covering More Employees or New Hires	0%	6%	7%	3%	10%	17%	5%
Decreasing Our Assistance	13%	15%	21%	0%	0%	33%	12%
All Other Changes	13%	6%	10%	17%	0%	0%	11%
Under Discussion Now; Policy Changes Not Finalized	23%	0%	3%	10%	20%	17%	10%
Don't Know Yet	7%	21%	14%	17%	20%	17%	15%

Whether the Administration of Companies' Relocation Policy is
Centralized or Decentralized

Table 17

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	24	50	13	12	51	83	21	38	27	31	24	606
Administration of Policy												
Centralized in One Location	71%	76%	54%	83%	67%	82%	76%	71%	78%	71%	46%	71%
Decentralized With People at Other Offices Who Also Administer Policy	29%	24%	46%	17%	33%	18%	24%	29%	22%	29%	54%	29%

Whether the Administration of Companies' Relocation Policy is
Centralized or Decentralized

Table 17

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	20	34	21	22	18	10	18	10	15	64	606
Administration of Policy											
Centralized in One Location	65%	77%	81%	68%	72%	70%	67%	60%	53%	66%	71%
Decentralized With People at Other Offices Who Also Administer Policy	35%	24%	19%	32%	28%	30%	33%	40%	47%	34%	29%

Whether the Administration of Companies' Relocation Policy is
Centralized or Decentralized

Table 17

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	201	120	128	96	26	26	606
Administration of Policy							
Centralized in One Location	79%	76%	64%	70%	54%	50%	71%
Decentralized With People at Other Offices Who Also Administer Policy	21%	24%	36%	30%	46%	50%	29%

Whether Personnel at Other Offices can Make Exceptions to Policy in Companies
with Decentralized Administration of Relocation Policy

Table 18

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Decentral- ized Administration	7	12	6	2	17	15	5	11	6	9	13	176
No Answer; Don't Know	0	0	0	1	1	1	1	0	0	0	0	5
Total Answering	7	12	6	1	16	14	4	11	6	9	13	171
Whether Personnel At Other Offices Can Make Exceptions												
Personnel at Other Offices Can Make Exceptions to Policy	14%	50%	17%	0%	31%	43%	25%	45%	0%	22%	39%	30%
Personnel Cannot Make Exceptions Without Central Approval	86%	50%	83%	100%	69%	57%	75%	55%	100%	78%	62%	70%

Whether Personnel at Other Offices can Make Exceptions to Policy in Companies
with Decentralized Administration of Relocation Policy

Table 18

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Decentral- ized Administration	7	8	4	7	5	3	6	4	7	22	176
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	5
Total Answering	7	8	4	7	5	3	6	4	7	21	171
Whether Personnel At Other Offices Can Make Exceptions											
Personnel at Other Offices Can Make Exceptions to Policy	43%	13%	25%	43%	20%	33%	0%	25%	14%	33%	30%
Personnel Cannot Make Exceptions Without Central Approval	57%	88%	75%	57%	80%	67%	100%	75%	86%	67%	70%

**Whether Personnel at Other Offices can Make Exceptions to Policy in Companies
with Decentralized Administration of Relocation Policy**

Table 18

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Decentral- ized Administration	42	29	46	29	12	13	176
No Answer; Don't Know	1	2	2	0	0	0	5
Total Answering	41	27	44	29	12	13	171
Whether Personnel At Other Offices Can Make Exceptions							
Personnel at Other Offices Can Make Exceptions to Policy	39%	26%	18%	31%	42%	39%	30%
Personnel Cannot Make Exceptions Without Central Approval	61%	74%	82%	69%	58%	62%	70%

Areas in which Companies Made Exceptions to Their Overall Relocation Policy
in 1985

Table 19

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	2	1	0	0	1	0	2	0	0	1	0	10
Total Answering	22	49	13	12	50	83	19	38	27	30	24	596
Exception Areas												
Made No Exceptions to Policy	27%	29%	15%	33%	24%	33%	26%	26%	22%	47%	29%	29%
Time Extensions on Temporary Living	55%	49%	69%	67%	58%	53%	47%	55%	63%	50%	67%	55%
Time Extensions on MIDA Payments	0%	2%	0%	0%	6%	8%	0%	8%	11%	10%	21%	7%
Time Extensions on Duplicate House Carrying Costs	14%	14%	23%	25%	24%	33%	21%	21%	30%	17%	33%	23%
Increased Benefits to New Hires	23%	14%	15%	25%	24%	28%	32%	21%	30%	17%	38%	27%
Extension of Marketing Time on Old Home	41%	45%	23%	58%	30%	34%	16%	24%	37%	27%	54%	35%
Providing Loss Protec- tion on the Old Home	36%	27%	23%	8%	26%	21%	16%	29%	19%	23%	29%	24%

**Areas in which Companies Made Exceptions to Their Overall Relocation Policy
in 1985**

Table 19

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Offering Bridge Loans	23%	25%	31%	17%	26%	27%	21%	13%	11%	7%	13%	22%
Extending Home Purchase Assistance to Renters	14%	14%	15%	0%	16%	13%	16%	16%	7%	7%	21%	13%
Increased Other Allowances Above Limits of Policy	5%	6%	0%	0%	18%	5%	11%	8%	11%	3%	8%	7%
All Other Exceptions	5%	4%	8%	0%	0%	5%	11%	5%	4%	0%	0%	4%

Areas in which Companies Made Exceptions to Their Overall Relocation Policy
in 1985

Table 19

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
'No Answer; Don't Know	0	0	0	0	0	0	2	0	0	1	10
Total Answering	20	34	21	22	18	10	16	10	15	63	596
Exception Areas											
Made No Exceptions to Policy	20%	32%	14%	32%	22%	50%	44%	40%	40%	25%	29%
Time Extensions on Temporary Living	65%	50%	71%	46%	50%	10%	38%	30%	53%	64%	55%
Time Extensions on MIDA Payments	10%	6%	5%	5%	0%	10%	6%	0%	7%	8%	7%
Time Extensions on Duplicate House Carrying Costs	25%	24%	29%	23%	17%	10%	19%	10%	20%	24%	23%
Increased Benefits to New Hires	35%	38%	48%	27%	33%	10%	13%	0%	47%	32%	27%
Extension of Marketing Time on Old Home	40%	35%	48%	27%	50%	10%	25%	20%	40%	37%	35%
Providing Loss Protec- tion on the Old Home	15%	24%	38%	14%	28%	10%	25%	20%	20%	30%	24%

**Areas in which Companies Made Exceptions to Their Overall Relocation Policy
in 1985**

Table 19

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Offering Bridge Loans	20%	21%	29%	27%	17%	20%	19%	30%	27%	30%	22%
Extending Home Purchase Assistance to Renters	15%	9%	33%	5%	17%	10%	0%	0%	7%	19%	13%
Increased Other Allowances Above Limits of Policy	10%	12%	5%	9%	0%	0%	13%	0%	7%	6%	7%
All Other Exceptions	5%	0%	0%	0%	6%	10%	0%	10%	0%	6%	4%

Areas in which Companies Made Exceptions to Their Overall Relocation Policy
in 1985

Table 19

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	3	2	4	1	0	0	10
Total Answering	198	118	124	95	26	26	596
Exception Areas							
Made No Exceptions to Policy	38%	38%	19%	18%	8%	35%	29%
Time Extensions on Temporary Living	42%	53%	62%	65%	77%	62%	55%
Time Extensions on MIDA Payments	4%	9%	7%	7%	8%	8%	7%
Time Extensions on Duplicate House Carrying Costs	21%	25%	25%	22%	35%	19%	23%
Increased Benefits to New Hires	19%	27%	33%	32%	42%	27%	27%
Extension of Marketing Time on Old Home	24%	36%	40%	40%	62%	46%	35%
Providing Loss Protection on the Old Home	14%	22%	33%	34%	39%	19%	24%

**Areas in which Companies Made Exceptions to Their Overall Relocation Policy
in 1985**

Table 19

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offering Bridge Loans	20%	24%	24%	22%	39%	8%	22%
Extending Home Purchase Assistance to Renters	9%	18%	13%	16%	19%	19%	13%
Increased Other Allowances Above Limits of Policy	6%	9%	7%	11%	0%	4%	7%
All Other Exceptions	6%	0%	2%	8%	0%	0%	4%

Companies Currently Using Relocation Firms for One or More Services

Table 20

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	0	1
Total Answering	24	49	13	12	51	83	21	38	27	31	24	605
Use Relocation Firm												
Company Does Use	75%	69%	77%	67%	65%	61%	43%	71%	63%	77%	79%	70%
Company Does Not Use	25%	31%	23%	33%	35%	39%	57%	29%	37%	23%	21%	30%

Companies Currently Using Relocation Firms for One or More Services

Table 20

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	20	34	21	22	18	10	18	10	15	64	605
Use Relocation Firm											
Company Does Use	80%	85%	71%	59%	67%	80%	61%	80%	80%	73%	70%
Company Does Not Use	20%	15%	29%	41%	33%	20%	39%	20%	20%	27%	30%

Companies Currently Using Relocation Firms for One or More Services

Table 20

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	1	0	0	0	0	1
Total Answering	201	119	128	96	26	26	605
Use Relocation Firm							
Company Does Use	53%	81%	75%	80%	73%	89%	70%
Company Does Not Use	47%	19%	25%	20%	27%	12%	30%

Services Provided by Relocation Firms

Table 21

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Using Relocation Firms	18	34	10	8	33	51	9	27	17	24	19	421
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	18	34	10	8	33	51	9	27	17	24	19	421
Services Used												
Home Sale (Third Party Purchase)	100%	97%	100%	100%	97%	98%	100%	100%	94%	100%	90%	97%
Home Finding	67%	65%	60%	50%	58%	65%	78%	70%	65%	58%	47%	61%
Transportation	17%	21%	0%	0%	21%	26%	33%	7%	0%	13%	5%	12%
Group Move Assistance	33%	21%	20%	38%	36%	10%	33%	26%	18%	42%	37%	28%
Mortgage Financing	33%	6%	20%	0%	18%	20%	33%	19%	12%	4%	21%	19%
Property Management	50%	29%	60%	25%	24%	24%	33%	37%	41%	38%	26%	33%
Equity Loans	33%	47%	30%	50%	39%	31%	44%	22%	18%	46%	37%	38%
Consulting	33%	47%	80%	38%	24%	29%	67%	33%	41%	46%	26%	38%
Other Services	0%	0%	0%	0%	3%	6%	0%	0%	6%	4%	11%	3%

Services Provided by Relocation Firms

Table 21

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hsurs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Using Relocation Firms	16	29	15	13	12	8	11	8	12	47	421
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	29	15	13	12	8	11	8	12	47	421
Services Used											
Home Sale (Third Party Purchase)	100%	90%	100%	100%	100%	100%	100%	100%	100%	96%	97%
Home Finding	38%	72%	80%	69%	67%	63%	46%	38%	75%	51%	61%
Transportation	0%	10%	13%	8%	0%	25%	0%	0%	0%	9%	12%
Group Move Assistance	38%	35%	60%	15%	33%	38%	9%	0%	33%	26%	28%
Mortgage Financing	19%	24%	27%	39%	17%	25%	9%	0%	17%	26%	19%
Property Management	31%	38%	47%	31%	58%	13%	18%	0%	25%	34%	33%
Equity Loans	25%	59%	53%	62%	42%	38%	46%	13%	33%	34%	38%
Consulting	13%	59%	33%	46%	17%	38%	18%	0%	33%	53%	38%
Other Services	0%	0%	7%	8%	0%	13%	0%	0%	0%	0%	3%

Services Provided by Relocation Firms

Table 21

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Using Relocation Firms	107	96	96	77	19	23	421
*No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	107	96	96	77	19	23	421
Services Used							
Home Sale (Third Party Purchase)	96%	96%	99%	100%	95%	96%	97%
Home Finding	47%	58%	68%	69%	79%	70%	61%
Transportation	20%	15%	7%	7%	5%	9%	12%
Group Move Assistance	16%	23%	33%	36%	37%	39%	28%
Mortgage Financing	14%	17%	15%	27%	32%	26%	19%
Property Management	24%	32%	37%	33%	53%	44%	33%
Equity Loans	25%	46%	40%	43%	47%	30%	38%
Consulting	33%	39%	39%	43%	47%	35%	38%
Other Services	2%	1%	3%	4%	5%	4%	3%

III - Home Sale and Purchase

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 22

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	24	50	13	12	51	83	21	38	27	31	24	606
Company Policy												
The Company Offers to Purchase the Employee's Home and Bears Some or All Home Sale Expenses	21%	20%	8%	17%	18%	23%	24%	5%	7%	23%	8%	14%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Employee's Home	71%	64%	69%	75%	59%	53%	38%	58%	63%	77%	42%	61%
The Employee Must Arrange for the Sale of the Home But Is Reimbursed for Some or All Home Sale Expenses	8%	14%	23%	0%	20%	19%	38%	26%	19%	0%	46%	21%
The Employee Is Given No Assistance or Reimbursement in the Sale of the Home	0%	2%	0%	8%	4%	4%	0%	11%	11%	0%	4%	3%
Other Policies	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 22

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	20	34	21	22	18	10	18	10	15	64	606
Company Policy											
The Company Offers to Purchase the Employee's Home and Bears Some or All Home Sale Expenses	0%	15%	14%	0%	17%	20%	17%	0%	0%	9%	14%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Employee's Home	60%	79%	67%	59%	61%	70%	44%	80%	80%	59%	61%
The Employee Must Arrange for the Sale of the Home But Is Reimbursed for Some or All Home Sale Expenses	35%	6%	19%	32%	22%	10%	39%	20%	20%	27%	21%
The Employee Is Given No Assistance or Reimbursement in the Sale of the Home	5%	0%	0%	9%	0%	0%	0%	0%	0%	3%	3%
Other Policies	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 23

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	201	120	128	96	26	26	606
Company Policy							
The Company Offers to Purchase the Employee's Home and Bears Some or All Home Sale Expenses	13%	13%	18%	13%	23%	8%	14%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Employee's Home	42%	73%	69%	73%	62%	89%	61%
The Employee Must Arrange for the Sale of the Home But Is Reimbursed for Some or All Home Sale Expenses	38%	13%	12%	10%	15%	4%	21%
The Employee Is Given No Assistance or Reimbursement in the Sale of the Home	6%	1%	2%	4%	0%	0%	3%
Other Policies	1%	0%	0%	0%	0%	0%	0%

Average Length of Time Homes Purchased by Companies or Relocation Service Firms were in Inventory in 1985

Table 23

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Home Purchase Policy	23	42	10	11	39	67	15	26	19	31	15	478
No Answer	2	4	2	1	5	9	5	4	3	8	2	64
Total Answering	21	38	8	10	34	58	10	22	16	23	13	414
Number of Days in Inventory												
Less Than 60 Days	0%	3%	0%	10%	0%	3%	10%	5%	0%	0%	8%	4%
60 - 89 Days	24%	16%	12%	30%	6%	16%	0%	5%	0%	9%	8%	10%
90 - 119 Days	10%	26%	12%	0%	15%	22%	50%	14%	19%	30%	38%	25%
120 - 149 Days	19%	26%	25%	20%	29%	22%	20%	18%	38%	22%	23%	23%
150 - 179 Days	0%	5%	0%	0%	18%	12%	0%	14%	6%	9%	0%	10%
180 - 209 Days	29%	16%	38%	20%	15%	17%	10%	32%	19%	17%	15%	17%
210 Days or Longer	14%	8%	13%	20%	18%	7%	10%	14%	19%	13%	8%	10%
Average # of Days	147	131	157	136	162	129	119	156	157	146	134	137

**Average Length of Time Homes Purchased by Companies or Relocation Service
Firms were in Inventory in 1985**

Table 23

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Home Purchase Policy	15	33	17	13	14	9	12	8	12	47	478
No Answer	3	2	0	2	2	0	3	1	1	5	64
Total Answering	12	31	17	11	12	9	9	7	11	42	414
Number of Days in Inventory											
Less Than 60 Days	17%	0%	12%	0%	8%	11%	0%	14%	9%	7%	4%
60 - 89 Days	8%	10%	12%	9%	8%	0%	0%	0%	0%	7%	10%
90 - 119 Days	33%	26%	41%	45%	17%	22%	56%	0%	36%	33%	25%
120 - 149 Days	25%	26%	24%	18%	25%	44%	11%	14%	27%	14%	23%
150 - 179 Days	17%	13%	6%	0%	8%	0%	0%	0%	18%	19%	10%
180 - 209 Days	0%	19%	0%	9%	17%	22%	22%	43%	9%	14%	17%
210 Days or Longer	0%	6%	6%	18%	17%	0%	11%	29%	0%	5%	10%
Average # of Days	96	135	103	133	145	119	144	207	117	131	137

**Average Length of Time Homes Purchased by Companies or Relocation Service
Firms were in Inventory in 1985**

Table 23

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Home Purchase Policy	120	107	115	84	23	26	478
'No Answer	15	9	18	12	3	5	64
Total Answering	105	98	97	72	20	21	414
Number of Days in Inventory							
Less Than 60 Days	5%	4%	4%	4%	5%	5%	4%
60 - 89 Days	16%	12%	4%	6%	10%	10%	10%
90 - 119 Days	19%	32%	29%	25%	15%	19%	25%
120 - 149 Days	19%	21%	23%	31%	40%	19%	23%
150 - 179 Days	8%	3%	14%	12%	10%	14%	10%
180 - 209 Days	16%	18%	21%	14%	5%	29%	17%
210 Days or Longer	17%	10%	5%	8%	15%	5%	10%
Average # of Days	142	133	137	137	137	138	137

Percent of Homes which Companies Offered to Purchase that were Amended or Assigned Sales

Table 24

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Home Purchase Policy	23	42	10	11	39	67	15	26	19	31	15	478
No Answer; Don't Know	2	2	1	0	5	13	3	4	5	6	1	57
Total Answering	21	40	9	11	34	54	12	22	14	25	14	421
Percent												
Less Than 10%	33%	23%	33%	18%	49%	31%	34%	9%	23%	36%	7%	26%
10% - 19%	19%	15%	22%	46%	21%	15%	17%	14%	21%	28%	30%	17%
20% - 29%	19%	28%	22%	9%	3%	9%	0%	41%	21%	8%	21%	15%
30% - 39%	14%	8%	0%	0%	12%	19%	25%	5%	21%	8%	7%	15%
40% - 49%	10%	0%	11%	9%	3%	7%	0%	9%	0%	4%	0%	6%
50% - 59%	5%	15%	11%	9%	6%	15%	8%	9%	14%	16%	14%	13%
60% - 69%	0%	3%	0%	0%	0%	0%	8%	14%	0%	0%	14%	2%
70% - 79%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	7%	2%
80% - 89%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	2%
90% or Over	0%	5%	0%	9%	0%	4%	8%	0%	0%	0%	0%	2%
Average %	18.6	27.1	20.0	24.1	18.8	24.5	29.4	31.7	22.4	19.2	32.8	25.9

Percent of Homes which Companies Offered to Purchase that were Amended or Assigned Sales

Table 24

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Home Purchase Policy	15	33	17	13	14	9	12	8	12	47	478
No Answer; Don't Know	2	1	1	2	2	0	2	1	0	4	57
Total Answering	13	32	16	11	12	9	10	7	12	43	421
Percent											
Less Than 10%	23%	16%	13%	18%	8%	33%	40%	43%	17%	28%	26%
10% - 19%	8%	19%	0%	9%	17%	11%	20%	0%	25%	21%	17%
20% - 29%	8%	22%	6%	18%	8%	0%	20%	0%	17%	9%	15%
30% - 39%	23%	19%	31%	18%	8%	33%	10%	14%	8%	21%	15%
40% - 49%	15%	3%	0%	0%	17%	11%	10%	14%	25%	2%	6%
50% - 59%	0%	9%	38%	27%	42%	0%	0%	0%	8%	12%	13%
60% - 69%	8%	6%	0%	0%	0%	0%	0%	0%	0%	0%	2%
70% - 79%	8%	6%	6%	0%	0%	11%	0%	0%	0%	2%	2%
80% - 89%	8%	0%	0%	0%	0%	0%	0%	29%	0%	5%	2%
90% or Over	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	2%
Average %	32.3	30.7	46.4	25.8	34.8	24.4	37.5	34.3	25.5	24.1	25.9

Percent of Homes which Companies Offered to Purchase that were Amended or Assigned Sales

Table 24

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Home Purchase Policy	120	107	115	84	23	26	478
No Answer; Don't Know	14	11	12	11	3	3	57
Total Answering	106	96	103	73	20	23	421
Percent							
Less Than 10%	47%	23%	30%	7%	20%	10%	26%
10% - 19%	15%	16%	20%	25%	5%	9%	17%
20% - 29%	10%	17%	16%	14%	15%	22%	15%
30% - 39%	11%	16%	12%	25%	20%	4%	15%
40% - 49%	3%	3%	5%	8%	15%	17%	6%
50% - 59%	10%	17%	12%	11%	15%	13%	13%
60% - 69%	1%	3%	2%	3%	5%	4%	2%
70% - 79%	0%	1%	1%	3%	5%	13%	2%
80% - 89%	1%	2%	1%	3%	0%	4%	2%
90% or Over	2%	2%	1%	1%	0%	4%	2%
Average %	18.5	28.1	23.2	30.5	32.8	41.0	25.9

Trend Experienced by Companies in Amended or Assigned Sales

Table 25

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Home Purchase Policy	23	42	10	11	39	67	15	26	19	31	15	478
No Answer; Don't Know	6	4	2	2	7	6	5	1	4	4	3	65
Total Answering	17	38	8	9	32	61	10	25	15	27	12	413
Trend												
Amended/Assigned Sales as a Percent of Regular Sales Has Been Increasing	29%	37%	75%	33%	31%	31%	30%	40%	53%	26%	58%	36%
Amended/Assigned Sales as a Percent of Regular Sales Has Been Decreasing	18%	5%	0%	22%	13%	15%	10%	12%	20%	7%	0%	11%
Amended/Assigned Sales as a Percent of Regular Sales Has Been Constant	53%	58%	25%	44%	56%	54%	60%	48%	27%	67%	42%	53%

Trend Experienced by Companies in Amended or Assigned Sales

Table 25

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Home Purchase Policy	15	33	17	13	14	9	12	8	12	47	478
No Answer; Don't Know	1	4	2	1	2	3	0	1	0	7	65
Total Answering	14	29	15	12	12	6	12	7	12	40	413
Trend											
Amended/Assigned Sales as a Percent of Regular Sales Has Been Increasing	29%	52%	40%	42%	25%	33%	8%	29%	33%	38%	36%
Amended/Assigned Sales as a Percent of Regular Sales Has Been Decreasing	14%	10%	0%	17%	0%	17%	8%	29%	17%	5%	11%
Amended/Assigned Sales as a Percent of Regular Sales Has Been Constant	57%	38%	60%	42%	75%	50%	83%	43%	50%	58%	53%

Trend Experienced by Companies in Amended or Assigned Sales

Table 25

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Home Purchase Policy	120	107	115	84	23	26	478
No Answer; Don't Know	18	12	19	10	2	3	65
Total Answering	102	95	96	74	21	23	413
Trend							
Amended/Assigned Sales as a Percent of Regular Sales Has Been Increasing	25%	42%	35%	42%	43%	39%	36%
Amended/Assigned Sales as a Percent of Regular Sales Has Been Decreasing	14%	7%	12%	10%	10%	13%	11%
Amended/Assigned Sales as a Percent of Regular Sales Has Been Constant	62%	51%	53%	49%	48%	48%	53%

Companies with Loss Protection Programs to Reimburse for any Loss on the Sale of the Home

Table 26

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	0	0	1
Total Answering	24	50	13	12	51	82	21	38	27	31	24	605
Loss Protection Programs												
Company Has a Loss Protection Program	54%	38%	62%	42%	39%	28%	33%	34%	26%	29%	25%	35%
Company Does Not Have a Loss Protection Program	46%	62%	39%	58%	61%	72%	67%	66%	74%	71%	75%	65%

Companies with Loss Protection Programs to Reimburse for any Loss on the
Sale of the Home

Table 26

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	20	34	21	22	18	10	18	10	15	64	605
Loss Protection Programs											
Company Has a Loss Protection Program	20%	65%	29%	32%	67%	20%	22%	40%	40%	27%	35%
Company Does Not Have a Loss Protection Program	80%	35%	71%	68%	33%	80%	78%	60%	60%	73%	65%

Companies with Loss Protection Programs to Reimburse for any Loss on the
Sale of the Home

Table 26

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	200	120	128	96	26	26	605
Loss Protection Programs							
Company Has a Loss Protection Program	25%	34%	36%	45%	50%	69%	35%
Company Does Not Have a Loss Protection Program	75%	66%	64%	55%	50%	31%	65%

Basis Used to Establish Loss on the Sale of the Home

Table 27

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Loss Protection Programs	13	19	8	5	20	23	7	13	7	9	6	214
No Answer; Don't Know	0	1	0	0	0	1	0	0	0	0	0	2
Total Answering	13	18	8	5	20	22	7	13	7	9	6	212
Basis												
Original Purchase Price Less Current Appraised Value	23%	28%	0%	20%	30%	9%	0%	31%	71%	22%	17%	23%
Original Purchase Price Less Actual Selling Price	8%	6%	12%	0%	10%	5%	0%	15%	29%	11%	0%	9%
Original Purchase Price Less Amount Received from Sale	0%	0%	0%	20%	0%	5%	0%	0%	14%	0%	0%	2%
Original Purchase Price Plus Improvements Less Current Appraised Value	23%	17%	13%	40%	15%	14%	14%	8%	0%	33%	17%	18%
Original Purchase Price Plus Improvements Less Actual Selling Price	8%	22%	25%	20%	10%	9%	14%	15%	0%	11%	0%	11%

Basis Used to Establish Loss on the Sale of the Home

Table 27

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Original Purchase Price Plus Improvements Less Amount Received From Sale	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	1%
Appraised Value at Time of Original Purchase Less Current Appraised Value	8%	6%	38%	0%	15%	18%	28%	31%	14%	11%	50%	17%
Appraised Value at Time of Original Purchase Less Actual Sale Price	0%	0%	0%	0%	0%	0%	0%	15%	0%	11%	33%	3%
Appraised Value at Time of Original Purchase Less Amount Received From Sale	0%	11%	0%	0%	0%	5%	0%	0%	0%	0%	0%	2%
Other Formulas	23%	11%	13%	0%	20%	36%	43%	8%	0%	0%	0%	16%

Basis Used to Establish Loss on the Sale of the Home

Table 27

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Loss Protection Programs	4	22	6	7	12	2	4	4	6	17	214
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	4	22	6	7	12	2	4	4	6	17	212
Basis											
Original Purchase Price Less Current Appraised Value	25%	45%	0%	29%	25%	0%	25%	0%	17%	6%	23%
Original Purchase Price Less Actual Selling Price	25%	14%	0%	0%	17%	0%	50%	0%	0%	6%	9%
Original Purchase Price Less Amount Received from Sale	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	2%
Original Purchase Price Plus Improvements Less Current Appraised Value	0%	14%	50%	29%	0%	0%	0%	50%	33%	29%	18%
Original Purchase Price Plus Improvements Less Actual Selling Price	25%	9%	17%	0%	17%	0%	0%	0%	17%	6%	11%

Basis Used to Establish Loss on the Sale of the Home

Table 27

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Original Purchase Price Plus Improvements Less Amount Received From Sale	0%	5%	0%	0%	0%	0%	0%	25%	0%	0%	1%
Appraised Value at Time of Original Purchase Less Current Appraised Value	25%	5%	0%	57%	25%	50%	25%	0%	0%	12%	17%
Appraised Value at Time of Original Purchase Less Actual Sale Price	0%	0%	17%	0%	0%	0%	0%	0%	0%	0%	3%
Appraised Value at Time of Original Purchase Less Amount Received From Sale	0%	0%	0%	0%	0%	0%	0%	0%	0%	12%	2%
Other Formulas	0%	5%	17%	14%	17%	50%	0%	25%	33%	18%	16%

Basis Used to Establish Loss on the Sale of the Home

Table 27

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Loss Protection Programs	50	41	46	43	13	18	214
No Answer; Don't Know	1	1	0	0	0	0	2
Total Answering	49	40	46	43	13	18	212
Basis							
Original Purchase Price Less Current Appraised Value	16%	20%	22%	26%	15%	50%	23%
Original Purchase Price Less Actual Selling Price	6%	2%	11%	7%	8%	33%	9%
Original Purchase Price Less Amount Received from Sale	2%	5%	0%	0%	0%	6%	2%
Original Purchase Price Plus Improvements Less Current Appraised Value	6%	23%	20%	16%	46%	17%	18%
Original Purchase Price Plus Improvements Less Actual Selling Price	2%	7%	20%	19%	8%	6%	11%

Basis Used to Establish Loss on the Sale of the Home

Table 27

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Original Purchase Price Plus Improvements Less Amount Received From Sale	0%	2%	4%	0%	0%	0%	1%
Appraised Value at Time of Original Purchase Less Current Appraised Value	33%	25%	2%	14%	8%	6%	17%
Appraised Value at Time of Original Purchase Less Actual Sale Price	2%	2%	0%	5%	0%	0%	3%
Appraised Value at Time of Original Purchase Less Amount Received From Sale	4%	2%	4%	0%	0%	0%	2%
Other Formulas	29%	15%	17%	12%	8%	0%	16%

Companies with Loss Protection Written into Their Relocation Policy

Table 28

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Loss Protection Programs	13	19	8	5	20	23	7	13	7	9	6	214
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	13	19	8	5	20	23	7	13	7	9	6	214
Type of Program												
Loss Protection Is Written Into Policy	77%	63%	75%	60%	55%	52%	71%	54%	86%	89%	33%	63%
Loss Protection Is Offered Selectively on a Case By Case Basis	23%	37%	25%	40%	45%	48%	29%	46%	14%	11%	67%	37%

Companies with Loss Protection Written into Their Relocation Policy

Table 28

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Loss Protection Programs	4	22	6	7	12	2	4	4	6	17	214
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	4	22	6	7	12	2	4	4	6	17	214
Type of Program											
Loss Protection Is Written Into Policy	25%	73%	67%	14%	67%	50%	75%	100%	67%	65%	63%
Loss Protection Is Offered Selectively on a Case By Case Basis	75%	27%	33%	86%	33%	50%	25%	0%	33%	35%	37%

Companies with Loss Protection Written into Their Relocation Policy

Table 28

Number of Transferred Homeowners In 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Loss Protection Programs	50	41	46	43	13	18	214
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	50	41	46	43	13	18	214
Type of Program							
Loss Protection Is Written Into Policy	60%	61%	63%	61%	69%	78%	63%
Loss Protection Is Offered Selectively on a Case By Case Basis	40%	39%	37%	40%	31%	22%	37%

Companies which also Reimburse for the Income Tax Liability on Loss
Protection Payments

Table 29

Industry												
	Petro- leum & Gas	Food Prep & Distr	Retails	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Loss Protection Programs	13	19	8	5	20	23	7	13	7	9	6	214
No Answer; Don't Know	0	0	2	0	0	2	0	1	0	0	0	7
Total Answering	13	19	6	5	20	21	7	12	7	9	6	207
Policy												
Employees Given Loss Protection Payments Are Reimbursed for the Tax Liability	85%	37%	83%	40%	60%	67%	86%	58%	86%	78%	83%	69%
Employees Given Loss Protection Payments Are Not Reimbursed for the Tax Liability	15%	63%	17%	60%	40%	33%	14%	42%	14%	22%	17%	31%

Companies which also Reimburse for the Income Tax Liability on Loss
Protection Payments

Table 29

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Loss Protection Program	4	22	6	7	12	2	4	4	6	17	214
No Answer; Don't Know	0	0	0	1	0	0	0	0	0	1	7
Total Answering	4	22	6	6	12	2	4	4	6	16	207
Policy											
Employees Given Loss Protection Payments Are Reimbursed for the Tax Liability	100%	77%	83%	67%	67%	100%	25%	75%	83%	69%	69%
Employees Given Loss Protection Payments Are Not Reimbursed for the Tax Liability	0%	23%	17%	33%	33%	0%	75%	25%	17%	31%	31%

Companies which also Reimburse for the Income Tax Liability on Loss
Protection Payments

Table 29

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Loss Protection Programs	50	41	46	43	13	18	214
No Answer; Don't Know	1	1	3	1	0	1	7
Total Answering	49	40	43	42	13	17	207
Policy							
Employees Given Loss Protection Payments Are Reimbursed for the Tax Liability	63%	60%	77%	71%	62%	82%	69%
Employees Given Loss Protection Payments Are Not Reimbursed for the Tax Liability	37%	40%	23%	29%	39%	18%	31%

Companies Providing a Mortgage Interest Differential Allowance

Table 30

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Mechs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	1	0	0	1	1	1	2	0	0	1	7
Total Answering	24	49	13	12	50	82	20	36	27	31	24	599
<u>Mortgage Interest Differential Allowance</u>												
Do Provide	71%	63%	69%	58%	78%	71%	70%	56%	63%	90%	79%	74%
Do Not Provide	29%	37%	31%	42%	22%	29%	30%	44%	37%	10%	21%	26%

Companies Providing a Mortgage Interest Differential Allowance

Table 30

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	806
No Answer; Don't Know	0	0	0	0	0	0	0	0	1	0	7
Total Answering	20	34	21	22	18	10	18	10	14	64	599
Mortgage Interest Differential Allowance											
Do Provide	80%	94%	71%	68%	72%	100%	78%	80%	93%	73%	74%
Do Not Provide	20%	6%	29%	32%	28%	0%	22%	20%	7%	27%	26%

Companies Providing a Mortgage Interest Differential Allowance

Table 30

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	3	1	1	1	1	0	7
Total Answering	198	119	127	95	25	26	599
Mortgage Interest Differential Allowance							
Do Provide	61%	76%	84%	80%	76%	92%	74%
Do Not Provide	39%	24%	16%	20%	24%	8%	26%

Companies Providing Mortgage Buydowns for New Home Purchases

Table 31

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	4	3	1	0	0	0	11
Total Answering	24	50	13	12	51	79	18	37	27	31	24	595
Mortgage Buydowns												
Do Provide	21%	16%	8%	0%	16%	22%	22%	11%	11%	7%	8%	15%
Do Not Provide	79%	84%	92%	100%	84%	79%	78%	89%	89%	94%	92%	86%

Companies Providing Mortgage Buydowns for New Home Purchases

Table 31

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	2	11
Total Answering	20	34	21	22	18	9	18	10	15	62	595
Mortgage Buydowns											
Do Provide	20%	6%	24%	5%	11%	11%	11%	20%	7%	19%	15%
Do Not Provide	80%	94%	76%	95%	89%	89%	89%	80%	93%	81%	86%

Companies Providing Mortgage Buydowns for New Home Purchases

Table 31

Number of Transferred Homeowners In 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	7	2	1	1	0	0	11
Total Answering	194	118	127	95	26	26	595
Mortgage Buydowns							
Do Provide	13%	19%	9%	16%	19%	19%	15%
Do Not Provide	87%	81%	91%	84%	81%	81%	86%

Companies Having Difficulties with Employees Accepting Transfers into
High Cost of Living Areas

Table 32

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	2	0	0	1	5	2	2	2	1	1	31
Total Answering	24	48	13	12	50	78	19	36	25	30	23	575
Difficulties												
Have Had Difficulties	21%	21%	15%	17%	28%	14%	63%	14%	40%	17%	44%	27%
Have Not Had Difficulties	79%	79%	85%	83%	72%	86%	37%	86%	60%	83%	57%	73%

Companies Having Difficulties with Employees Accepting Transfers into
High Cost of Living Areas

Table 32

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	2	5	1	2	0	0	1	0	0	4	31
Total Answering	18	29	20	20	18	10	17	10	15	60	575
Difficulties											
Have Had Difficulties	33%	28%	45%	45%	33%	10%	24%	0%	53%	27%	27%
Have Not Had Difficulties	67%	72%	55%	55%	67%	90%	77%	100%	47%	73%	73%

Companies Having Difficulties with Employees Accepting Transfers into
High Cost of Living Areas

Table 32

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	9	4	7	8	1	2	31
Total Answering	192	116	121	88	25	24	575
Difficulties							
Have Had Difficulties	19%	28%	31%	26%	40%	42%	27%
Have Not Had Difficulties	81%	72%	69%	74%	60%	58%	73%

Companies Offering a Cost of Living Differential Allowance

Table 33

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	1	1	0	0	1	1	2	0	0	1	10
Total Answering	24	49	12	12	51	82	20	36	27	31	23	596
Cost of Living Differential Allowance												
Do Offer	25%	27%	17%	17%	14%	22%	5%	28%	26%	13%	26%	20%
Do Not Offer	75%	74%	83%	83%	86%	78%	95%	72%	74%	87%	74%	80%

Companies Offering a Cost of Living Differential Allowance

Table 33

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	1	0	0	0	0	0	2	10
Total Answering	20	34	21	21	18	10	18	10	15	62	596
Cost of Living Differential Allowance											
Do Offer	20%	32%	14%	14%	17%	20%	22%	20%	7%	18%	20%
Do Not Offer	80%	68%	86%	86%	83%	80%	78%	80%	93%	82%	80%

Companies Offering a Cost of Living Differential Allowance

Table 33

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	2	2	2	2	2	0	10
Total Answering	199	118	126	94	24	26	596
Cost of Living Differential Allowance							
Do Offer	13%	18%	26%	21%	25%	46%	20%
Do Not Offer	87%	82%	74%	79%	75%	54%	80%

How Cost of Living Differential is Determined

Table 34

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Offer	6	13	2	2	7	18	1	10	7	4	6	120
No Answer; Don't Know	0	1	0	0	0	0	1	1	1	0	0	9
Total Answering	6	12	2	2	7	18	0	9	6	4	6	111
Method of Determining												
Use Difference in a Market Basket of Goods	0%	42%	100%	0%	29%	44%	0%	44%	33%	0%	33%	31%
Use Difference in Cost of Housing Only	0%	42%	0%	0%	29%	11%	0%	22%	33%	0%	33%	19%
Use a Fixed Percent for Given Areas	67%	25%	0%	0%	29%	28%	0%	22%	33%	75%	33%	35%
Use Formula/Reports from Outside Source	17%	8%	0%	50%	0%	11%	0%	11%	0%	0%	0%	8%
Formula Includes Difference in Taxes as Well as Housing and/or Market Basket Costs	17%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	2%
Based on Salary	0%	0%	0%	0%	14%	0%	0%	0%	0%	25%	0%	3%
Determined Individually	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	5%
All Other Methods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%

How Cost of Living Differential is Determined

Table 34

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Offer	4	11	3	3	3	2	4	2	1	11	120
No Answer; Don't Know	1	1	0	0	0	1	1	0	0	1	9
Total Answering	3	10	3	3	3	1	3	2	1	10	111
Method of Determining											
Use Difference in a Market Basket of Goods	0%	20%	67%	33%	33%	0%	33%	50%	100%	0%	31%
Use Difference in Cost of Housing Only	0%	20%	0%	33%	33%	0%	0%	0%	0%	20%	19%
Use a Fixed Percent for Given Areas	33%	60%	33%	0%	33%	100%	33%	50%	0%	40%	35%
Use Formula/Reports from Outside Source	0%	0%	0%	0%	33%	0%	0%	0%	0%	20%	8%
Formula Includes Difference in Taxes as Well as Housing and/or Market Basket Costs	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Based on Salary	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Determined Individually	33%	10%	0%	0%	0%	0%	0%	0%	0%	20%	5%
All Other Methods	0%	0%	0%	33%	0%	0%	33%	0%	0%	0%	2%

How Cost of Living Differential is Determined

Table 34

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	25	21	33	20	6	12	120
No Answer; Don't Know	2	2	2	3	0	0	9
Total Answering	23	19	31	17	6	12	111
Method of Determining							
Use Difference in a Market Basket of Goods	30%	26%	42%	41%	17%	8%	31%
Use Difference in Cost of Housing Only	9%	32%	29%	12%	0%	17%	19%
Use a Fixed Percent for Given Areas	35%	26%	26%	29%	50%	67%	35%
Use Formula/Reports from Outside Source	9%	0%	7%	18%	17%	0%	8%
Formula Includes Difference in Taxes as Well as Housing and/or Market Basket Costs	0%	5%	0%	0%	0%	8%	2%
Based on Salary	4%	0%	7%	0%	0%	0%	3%
Determined Individually	9%	11%	0%	0%	17%	0%	5%
All Other Methods	9%	0%	0%	0%	0%	0%	2%

Type of Cost of Living Differential Payment Made

Table 35

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Offer	6	13	2	2	7	18	1	10	7	4	6	120
No Answer; Don't Know	0	0	0	0	0	0	0	1	0	0	0	2
Total Answering	6	13	2	2	7	18	1	9	7	4	6	118
Type of Payment												
Salary Supplement in Each Pay Period	67%	31%	50%	50%	29%	67%	0%	22%	43%	25%	17%	42%
Quarterly/Semi-Annual Payment	17%	23%	0%	0%	29%	17%	0%	22%	0%	0%	50%	19%
Annual Payment	17%	23%	50%	50%	29%	6%	0%	44%	14%	25%	0%	20%
One Lump Sum Payment at Time of Move	0%	15%	0%	0%	14%	11%	0%	11%	29%	50%	17%	17%
Employee Can Choose	0%	8%	0%	0%	0%	0%	100%	0%	14%	0%	17%	3%

Type of Cost of Living Differential Payment Made

Table 35

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Offer	4	11	3	3	3	2	4	2	1	11	120
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	0	2
Total Answering	4	11	3	3	3	1	4	2	1	11	118
Type of Payment											
Salary Supplement in Each Pay Period	0%	18%	33%	33%	67%	0%	75%	100%	0%	64%	42%
Quarterly/Semi-Annual Payment	0%	27%	33%	0%	0%	0%	0%	0%	0%	36%	19%
Annual Payment	75%	27%	0%	0%	33%	0%	0%	0%	100%	0%	20%
One Lump Sum Payment at Time of Move	25%	27%	33%	67%	0%	100%	25%	0%	0%	0%	17%
Employee Can Choose	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%

Type of Cost of Living Differential Payment Made

Table 35

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	25	21	33	20	6	12	120
No Answer; Don't Know	0	0	1	1	0	0	2
Total Answering	25	21	32	19	6	12	118
Type of Payment							
Salary Supplement in Each Pay Period	48%	48%	38%	42%	50%	33%	42%
Quarterly/Semi-Annual Payment	16%	19%	13%	37%	0%	17%	19%
Annual Payment	16%	14%	25%	16%	17%	25%	20%
One Lump Sum Payment at Time of Move	20%	14%	22%	0%	33%	17%	17%
Employee Can Choose	0%	5%	3%	5%	0%	8%	3%

Length of Time Salary Supplement Payments are Made for Cost of Living Differential

Table 36

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Offer Salary Supplements	6	10	2	2	6	16	0	8	4	2	4	94
No Answer; Don't Know	0	0	0	0	0	2	0	0	1	0	0	5
Total Answering	6	10	2	2	6	14	0	8	3	2	4	89
Length of Time												
One Year	0%	0%	0%	0%	17%	0%	0%	0%	0%	0%	0%	1%
Two Years	33%	10%	0%	0%	0%	0%	0%	13%	0%	0%	25%	10%
Three Years	0%	40%	50%	50%	50%	14%	0%	38%	33%	0%	25%	33%
Four Years	0%	10%	0%	0%	0%	7%	0%	0%	0%	0%	0%	3%
Five Years	17%	0%	0%	0%	0%	14%	0%	13%	0%	0%	0%	8%
More Than Five Years	0%	0%	0%	0%	0%	7%	0%	0%	0%	0%	0%	1%
As Long as They Are There	50%	40%	50%	50%	33%	57%	0%	38%	67%	100%	50%	44%

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Offer Salary Supplements	3	8	2	1	3	0	3	2	1	11	94
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	1	5
Total Answering	3	7	2	1	3	0	3	2	1	10	89
Length of Time											
One Year	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Two Years	0%	14%	0%	0%	33%	0%	0%	0%	0%	20%	10%
Three Years	67%	57%	100%	0%	67%	0%	0%	0%	0%	30%	33%
Four Years	0%	14%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Five Years	0%	0%	0%	0%	0%	0%	33%	0%	100%	10%	8%
More Than Five Years	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
As Long as They Are There	33%	14%	0%	100%	0%	0%	67%	100%	0%	40%	44%

Length of Time Salary Supplement Payments are Made for Cost of Living Differential

Table 36

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer Salary Supplements	20	17	24	18	4	9	94
No Answer; Don't Know	0	1	2	1	0	1	5
Total Answering	20	16	22	17	4	8	89
Length of Time							
One Year	0%	0%	5%	0%	0%	0%	1%
Two Years	10%	6%	14%	6%	0%	25%	10%
Three Years	20%	31%	36%	47%	25%	25%	33%
Four Years	5%	0%	5%	6%	0%	0%	3%
Five Years	0%	0%	5%	18%	25%	13%	8%
More Than Five Years	0%	6%	0%	0%	0%	0%	1%
As Long as They Are There	65%	56%	36%	24%	50%	38%	44%

Companies Using Cost of Living Statistics Provided by Outside Sources

Table 37

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Offer	6	13	2	2	7	18	1	10	7	4	6	120
No Answer; Don't Know	2	1	0	1	0	1	0	2	0	1	0	13
Total Answering	4	12	2	1	7	17	1	8	7	3	6	107
Outside Cost of Living Statistics												
Do Use	50%	100%	50%	100%	71%	82%	100%	75%	71%	0%	50%	77%
Do Not Use	50%	0%	50%	0%	29%	18%	0%	25%	29%	100%	50%	23%

Companies Using Cost of Living Statistics Provided by Outside Sources

Table 37

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Offer	4	11	3	3	3	2	4	2	1	11	120
No Answer; Don't Know	1	1	0	0	0	1	1	0	0	1	13
Total Answering	3	10	3	3	3	1	3	2	1	10	107
Outside Cost of Living Statistics											
Do Use	0%	90%	100%	67%	100%	0%	67%	100%	100%	100%	77%
Do Not Use	100%	10%	0%	33%	0%	100%	33%	0%	0%	0%	23%

Companies Using Cost of Living Statistics Provided by Outside Sources

Table 37

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	25	21	33	20	6	12	120
No Answer; Don't Know	4	3	3	3	0	0	13
Total Answering	21	18	30	17	6	12	107
Outside Cost of Living Statistics							
Do Use	62%	89%	80%	88%	67%	67%	77%
Do Not Use	38%	11%	20%	12%	33%	33%	23%

Frequency with which Cost of Living Statistics are Updated

Table 38

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Use	2	12	1	1	5	14	1	6	5	0	3	82
No Answer; Don't Know	0	0	0	0	1	1	1	1	0	0	2	12
Total Answering	2	12	1	1	4	13	0	5	5	0	1	70
Frequency												
Monthly	0%	0%	0%	100%	0%	8%	0%	20%	20%	0%	0%	10%
Every Other Month	0%	8%	0%	0%	0%	15%	0%	0%	0%	0%	0%	6%
Semi-Annually	50%	17%	0%	0%	50%	8%	0%	20%	0%	0%	0%	13%
Annually	50%	67%	100%	0%	50%	54%	0%	60%	80%	0%	0%	61%
Every Other Year	0%	8%	0%	0%	0%	15%	0%	0%	0%	0%	100%	10%

Frequency with which Cost of Living Statistics are Updated

Table 38

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Use	0	9	3	2	3	0	2	2	1	10	82
No Answer; Don't Know	0	0	2	0	0	0	0	0	0	4	12
Total Answering	0	9	1	2	3	0	2	2	1	6	70
Frequency											
Monthly	0%	11%	0%	0%	0%	0%	0%	0%	0%	33%	10%
Every Other Month	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%	6%
Semi-Annually	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	13%
Annually	0%	56%	100%	100%	67%	0%	100%	100%	100%	33%	61%
Every Other Year	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	10%

Frequency with which Cost of Living Statistics are Updated

Table 38

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use	13	16	24	15	4	8	82
No Answer; Don't Know	4	2	5	1	0	0	12
Total Answering	9	14	19	14	4	8	70
Frequency							
Monthly	0%	14%	11%	7%	0%	13%	10%
Every Other Month	22%	0%	5%	0%	0%	13%	6%
Semi-Annually	11%	7%	16%	7%	25%	13%	13%
Annually	67%	71%	58%	64%	75%	50%	61%
Every Other Year	0%	7%	11%	21%	0%	13%	10%

Factors Included in Cost of Living Statistics Used

Table 39

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Use	2	12	1	1	5	14	1	6	5	0	3	82
No Answer; Don't Know	0	0	0	0	1	1	1	1	1	0	1	9
Total Answering	2	12	1	1	4	13	0	5	4	0	2	73
Factors Included												
Cost of a House	100%	75%	100%	100%	75%	77%	0%	100%	100%	0%	100%	84%
Non-Mortgage Housing Costs (Property Taxes, Utilities, etc.)	50%	75%	100%	100%	75%	69%	0%	100%	50%	0%	100%	77%
State and Local Income Taxes	100%	67%	0%	100%	75%	77%	0%	100%	50%	0%	100%	73%
Transportation Costs	100%	50%	100%	0%	75%	69%	0%	100%	50%	0%	100%	70%
Market Basket Costs of Food, Clothing, etc.	50%	58%	0%	100%	75%	77%	0%	100%	75%	0%	50%	70%

Factors Included in Cost of Living Statistics Used

Table 39

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Use	0	9	3	2	3	0	2	2	1	10	82
No Answer; Don't Know	0	1	1	0	0	0	0	0	0	1	9
Total Answering	0	8	2	2	3	0	2	2	1	9	73
Factors Included											
Cost of a House	0%	75%	100%	100%	100%	0%	100%	50%	100%	78%	84%
Non-Mortgage Housing Costs (Property Taxes, Utilities, etc.)	0%	63%	100%	100%	100%	0%	100%	0%	100%	89%	77%
State and Local Income Taxes	0%	75%	100%	0%	67%	0%	100%	50%	100%	67%	73%
Transportation Costs	0%	75%	100%	100%	100%	0%	100%	0%	100%	56%	70%
Market Basket Costs of Food, Clothing, etc.	0%	63%	50%	100%	100%	0%	100%	50%	100%	56%	70%

Factors Included in Cost of Living Statistics Used

Table 39

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use	13	16	24	15	4	8	82
No Answer; Don't Know	3	1	4	0	0	0	9
Total Answering	10	15	20	15	4	8	73
Factors Included							
Cost of a House	70%	87%	85%	87%	100%	75%	84%
Non-Mortgage Housing Costs (Property Taxes, Utilities, etc.)	70%	80%	75%	87%	100%	50%	77%
State and Local Income Taxes	40%	73%	70%	87%	100%	75%	73%
Transportation Costs	50%	60%	80%	87%	100%	50%	70%
Market Basket Costs of Food, Clothing, etc.	80%	67%	75%	73%	75%	38%	70%

Companies with a Need for International Cost of Living Statistics

Table 40

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Use	2	12	1	1	5	14	1	6	5	0	3	82
No Answer; Don't Know	0	0	0	0	0	0	1	0	0	0	0	3
Total Answering	2	12	1	1	5	14	0	6	5	0	3	79
International Cost of Living Statistics												
Already Receive Such Statistics	100%	42%	0%	0%	60%	57%	0%	17%	0%	0%	67%	39%
Don't Receive But Have Need For Such Statistics	0%	17%	0%	0%	0%	0%	0%	0%	20%	0%	0%	5%
Don't Need International Statistics	0%	42%	100%	100%	40%	43%	0%	83%	80%	0%	33%	57%

Companies with a Need for International Cost of Living Statistics

Table 40

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Use	0	9	3	2	3	0	2	2	1	10	82
No Answer; Don't Know	0	0	1	0	0	0	0	0	0	1	3
Total Answering	0	9	2	2	3	0	2	2	1	9	79
International Cost of Living Statistics											
Already Receive Such Statistics	0%	33%	50%	0%	0%	0%	50%	50%	0%	33%	38%
Don't Receive But Have Need For Such Statistics	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	5%
Don't Need International Statistics	0%	67%	0%	100%	100%	0%	50%	50%	100%	67%	57%

Companies with a Need for International Cost of Living Statistics

Table 40

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use	13	16	24	15	4	8	82
No Answer; Don't Know	1	0	2	0	0	0	3
Total Answering	12	16	22	15	4	8	79
International Cost of Living Statistics							
Already Receive Such Statistics	25%	25%	46%	53%	50%	38%	38%
Don't Receive But Have Need For Such Statistics	0%	6%	5%	7%	0%	0%	5%
Don't Need International Statistics	75%	69%	50%	40%	50%	63%	57%

V - Tax Adder Payments

Companies Providing Tax Adder Payments to Offset the Tax Liability on Payments to Employees which may be Considered Income

Table 41

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	1	1	1	1	1	2	1	3	0	0	1	18
Total Answering	23	49	12	11	50	81	20	35	27	31	23	588
Tax Adder Payments												
Do Provide	65%	65%	67%	55%	68%	68%	50%	51%	56%	68%	70%	66%
Do Not Provide	35%	35%	33%	46%	32%	32%	50%	49%	44%	32%	30%	34%

Companies Providing Tax Adder Payments to Offset the Tax Liability on Payments to Employees which may be Considered Income

Table 41

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	1	0	3	0	0	1	0	0	1	18
Total Answering	20	33	21	19	18	10	17	10	15	63	588
Tax Adder Payments											
Do Provide	85%	82%	91%	63%	78%	60%	53%	50%	73%	64%	66%
Do Not Provide	15%	18%	10%	37%	22%	40%	47%	50%	27%	37%	34%

Companies Providing Tax Adder Payments to Offset the Tax Liability on Payments to Employees which may be Considered Income

Table 41

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	4	7	4	3	0	0	18
Total Answering	197	113	124	93	26	26	588
Tax Adder Payments							
Do Provide	52%	71%	73%	75%	81%	85%	66%
Do Not Provide	48%	29%	27%	25%	19%	15%	34%

Method of Calculating Additional Tax Liability

Table 42

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Mechs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	15	32	8	6	34	55	10	18	15	21	16	390
No Answer; Don't Know	1	1	0	0	0	2	0	3	0	0	0	13
Total Answering	14	31	8	6	34	53	10	15	15	21	16	377
Method of Calculating Liability												
Reimburse Fixed Percent of Non-Deductible Moving Expenses	21%	26%	13%	33%	15%	21%	10%	40%	27%	29%	13%	19%
Reimburse Actual Esti- mated Tax Based on Em- ployee's Income, Depen- dents and Deductions	50%	52%	75%	67%	68%	74%	70%	53%	67%	62%	56%	65%
Reimburse Based on a Schedule of Salary Ranges	29%	19%	13%	0%	15%	6%	20%	13%	7%	10%	31%	15%
Other Methods	0%	3%	0%	0%	3%	0%	0%	0%	0%	0%	0%	1%

Method of Calculating Additional Tax Liability

Table 42

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Tax Adder Payments	17	27	19	12	14	6	9	5	11	40	390
No Answer; Don't Know	0	1	1	1	0	0	0	0	1	2	13
Total Answering	17	26	18	11	14	6	9	5	10	38	377
Method of Calculating Liability											
Reimburse Fixed Percent of Non-Deductible Moving Expenses	12%	8%	17%	0%	21%	33%	44%	20%	0%	18%	19%
Reimburse Actual Esti- mated Tax Based on Em- ployee's Income, Depen- dents and Deductions	82%	73%	61%	55%	79%	67%	44%	60%	60%	68%	65%
Reimburse Based on a Schedule of Salary Ranges	6%	19%	22%	36%	0%	0%	11%	20%	40%	13%	15%
Other Methods	0%	0%	0%	9%	0%	0%	0%	0%	0%	0%	1%

Method of Calculating Additional Tax Liability

Table 42

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	103	80	90	70	21	22	390
No Answer; Don't Know	1	4	3	3	1	0	13
Total Answering	102	76	87	67	20	22	377
Method of Calculating Liability							
Reimburse Fixed Percent of Non-Deductible Moving Expenses	24%	16%	18%	21%	20%	14%	19%
Reimburse Actual Estimated Tax Based on Employee's Income, Dependents and Deductions	65%	66%	68%	58%	75%	73%	65%
Reimburse Based on a Schedule of Salary Ranges	10%	18%	15%	21%	5%	14%	15%
Other Methods	2%	0%	0%	0%	0%	0%	1%

Income Base Used to Calculate Additional Tax Liability

Table 43

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Tax Adder Payments Based on Salary	11	23	7	4	29	42	9	9	11	15	14	304
No Answer; Don't Know	0	1	0	0	0	1	0	0	0	0	0	4
Total Answering	11	22	7	4	29	41	9	9	11	15	14	300
Income Base Used												
Actual or Expected In- come from Company In- cluding Bonus, Commis- sions, etc.	55%	73%	57%	50%	52%	59%	78%	22%	55%	67%	50%	55%
New Annualized Salary After Transfer	27%	27%	14%	25%	14%	20%	22%	67%	36%	27%	29%	29%
Actual Family Income Including Spouse's or Other Outside Income	0%	0%	14%	25%	21%	12%	0%	11%	9%	0%	14%	9%
Pre-Transfer Salary	18%	0%	14%	0%	10%	10%	0%	0%	0%	7%	7%	6%
All Other	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%

Income Base Used to Calculate Additional Tax Liability

Table 43

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Tax Adder Payments Based on Salary	15	24	15	11	11	4	5	4	10	31	304
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	2	4
Total Answering	15	24	15	11	11	4	5	4	10	29	300
Income Base Used											
Actual or Expected In- come from Company In- cluding Bonus, Commis- sions, etc.	60%	42%	40%	55%	64%	50%	40%	50%	40%	66%	55%
New Annualized Salary After Transfer	20%	50%	40%	46%	27%	25%	60%	25%	20%	28%	29%
Actual Family Income Including Spouse's or Other Outside Income	13%	8%	0%	0%	9%	25%	0%	0%	30%	7%	9%
Pre-Transfer Salary	7%	0%	20%	0%	0%	0%	0%	25%	10%	0%	6%
All Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Income Base Used to Calculate Additional Tax Liability

Table 43

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments Based on Salary	78	64	71	53	16	19	304
No Answer; Don't Know	1	1	2	0	0	0	4
Total Answering	77	63	69	53	16	19	300
Income Base Used							
Actual or Expected In- come from Company In- cluding Bonus, Commis- sions, etc.	48%	57%	58%	60%	56%	63%	55%
New Annualized Salary After Transfer	26%	33%	30%	32%	31%	16%	29%
Actual Family Income Including Spouse's or Other Outside Income	18%	5%	9%	6%	0%	11%	9%
Pre-Transfer Salary	8%	5%	3%	2%	13%	11%	6%
All Other	0%	0%	0%	0%	0%	0%	0%

Deductions Used in Calculating Additional Tax Liability

Table 44

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Tax Adder Payments Based on Salary	11	23	7	4	29	42	9	9	11	15	14	304
No Answer; Don't Know	1	0	0	0	0	1	1	1	0	1	0	18
Total Answering	10	23	7	4	29	41	8	8	11	14	14	286
Deductions Used												
Standard Deduction as Included in Tax Tables	60%	57%	57%	75%	62%	49%	50%	25%	73%	57%	29%	55%
Actual Itemized Deductions	10%	13%	14%	0%	10%	37%	50%	38%	18%	36%	43%	22%
Tables of Average Item- ized Deductions at Various Salary Levels	0%	17%	14%	0%	7%	7%	0%	0%	9%	0%	7%	9%
Use Flat Percent of — Total Income	30%	13%	14%	25%	17%	7%	0%	38%	0%	7%	29%	14%
All Other	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%

Deductions Used in Calculating Additional Tax Liability

Table 44

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Tax Adder Payments Based on Salary	15	24	15	11	11	4	5	4	10	31	304
No Answer; Don't Know	2	0	1	4	1	1	0	0	0	4	18
Total Answering	13	24	14	7	10	3	5	4	10	27	286
Deductions Used											
Standard Deduction as Included in Tax Tables	77%	58%	36%	57%	60%	100%	60%	75%	20%	63%	55%
Actual Itemized Deductions	8%	25%	21%	14%	10%	0%	20%	25%	30%	15%	22%
Tables of Average Item- ized Deductions at Various Salary Levels	8%	4%	21%	14%	10%	0%	0%	0%	30%	15%	9%
Use Flat Percent of Total Income	8%	13%	21%	14%	20%	0%	20%	0%	20%	7%	14%
All Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Deductions Used in Calculating Additional Tax Liability

Table 44

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments Based on Salary	78	64	71	53	16	19	304
No Answer; Don't Know	6	3	4	4	1	0	18
Total Answering	72	61	67	49	15	19	286
Deductions Used							
Standard Deduction as Included in Tax Tables	44%	54%	60%	57%	80%	58%	55%
Actual Itemized Deductions	32%	21%	22%	20%	0%	16%	22%
Tables of Average Item- ized Deductions at Various Salary Levels	10%	7%	6%	8%	13%	21%	9%
Use Flat Percent of Total Income	14%	18%	12%	14%	7%	11%	14%
All Other	0%	0%	0%	0%	0%	0%	0%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 45

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	15	32	8	6	34	55	10	18	15	21	16	390
No Answer; Don't Know	0	2	0	0	2	0	1	0	1	2	0	13
Total Answering	15	30	8	6	32	55	9	18	14	19	16	377
Taxes Covered												
Federal Taxes Only	27%	50%	50%	50%	41%	24%	22%	28%	29%	32%	63%	37%
Federal and State Taxes Only	13%	0%	13%	0%	0%	16%	11%	11%	21%	5%	6%	10%
Federal, State and Local Taxes	60%	50%	38%	50%	59%	60%	67%	61%	50%	63%	31%	54%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 45

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Tax Adder Payments	17	27	19	12	14	6	9	5	11	40	390
No Answer; Don't Know	0	0	0	3	0	0	0	0	0	2	13
Total Answering	17	27	19	9	14	6	9	5	11	38	377
Taxes Covered											
Federal Taxes Only	24%	33%	47%	44%	50%	17%	11%	60%	36%	45%	37%
Federal and State Taxes Only	35%	11%	5%	0%	7%	17%	11%	0%	27%	3%	10%
Federal, State and Local Taxes	41%	56%	47%	56%	43%	67%	78%	40%	36%	53%	54%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 45

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	103	80	90	70	21	22	390
No Answer; Don't Know	7	2	1	2	1	0	13
Total Answering	96	78	89	68	20	22	377
Taxes Covered							
Federal Taxes Only	38%	46%	36%	32%	30%	23%	37%
Federal and State Taxes Only	8%	4%	14%	10%	15%	14%	10%
Federal, State and Local Taxes	54%	50%	51%	57%	55%	64%	54%

Companies which also Reimburse Employees for the Tax Gross-Up (or Tax on Tax)
on the Tax Adder Payment

Table 46

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	15	32	8	6	34	55	10	18	15	21	16	390
No Answer; Don't Know	1	1	0	0	0	0	1	3	0	0	1	22
Total Answering	14	31	8	6	34	55	9	15	15	21	15	368
Also Reimburse Tax Gross-Up												
Do Reimburse	57%	58%	75%	67%	62%	66%	100%	53%	60%	71%	67%	67%
Do Not Reimburse	43%	42%	25%	33%	38%	35%	0%	47%	40%	29%	33%	33%

**Companies which also Reimburse Employees for the Tax Gross-Up (or Tax on Tax)
on the Tax Adder Payment**

Table 46

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Tax Adder Payments	17	27	19	12	14	6	9	5	11	40	390
No Answer; Don't Know	0	2	2	2	2	0	0	1	1	5	22
Total Answering	17	25	17	10	12	6	9	4	10	35	368
Also Reimburse Tax Gross-Up											
Do Reimburse	77%	68%	71%	50%	67%	83%	89%	50%	70%	77%	67%
Do Not Reimburse	24%	32%	29%	50%	33%	17%	11%	50%	30%	23%	33%

Companies which also Reimburse Employees for the Tax Gross-Up (or Tax on Tax)
on the Tax Adder Payment

Table 46

Number of Transferred Homeowners In 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	103	80	90	70	21	22	390
No Answer; Don't Know	6	5	7	3	0	0	22
Total Answering	97	75	83	67	21	22	368
Also Reimburse Tax Gross-Up							
Do Reimburse	66%	65%	71%	67%	62%	68%	67%
Do Not Reimburse	34%	35%	29%	33%	38%	32%	33%

Method of Calculating Tax Gross-Up

Table 47

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus- trial Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan- cial Serv	Retail & Wholesale	Transp	Utility	Aeron- autics & Elect	Total
Total Providing Gross- Up on Tax Adder Payments	8	18	6	4	21	36	9	8	9	15	10	248
No Answer; Don't Know	1	0	0	0	0	0	0	1	0	0	0	8
Total Answering	7	18	6	4	21	36	9	7	9	15	10	240
Method of Calculating												
Calculate on an Individual Basis	71%	72%	67%	75%	86%	75%	100%	100%	33%	87%	60%	74%
Use Flat Percent or a Schedule Based on Salary Ranges	29%	28%	33%	25%	14%	25%	0%	0%	67%	13%	40%	26%
Other Methods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Method of Calculating Tax Gross-Up

Table 47

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Gross- Up on Tax Adder Payments	13	17	12	5	8	5	8	2	7	27	248
No Answer; Don't Know	1	0	2	0	1	0	0	0	0	2	8
Total Answering	12	17	10	5	7	5	8	2	7	25	240
Method of Calculating											
Calculate on an Individual Basis	92%	65%	60%	80%	71%	60%	63%	100%	71%	68%	74%
Use Flat Percent or a Schedule Based on Salary Ranges	8%	35%	40%	0%	29%	40%	38%	0%	29%	32%	26%
Other Methods	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%

Method of Calculating Tax Gross-Up

Table 47

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Gross-Up on Tax Adder Payments	64	49	59	45	13	15	248
No Answer; Don't Know	0	1	2	2	1	1	8
Total Answering	64	48	57	43	12	14	240
Method of Calculating							
Calculate on an Individual Basis	70%	79%	75%	67%	75%	79%	74%
Use Flat Percent or a Schedule Based on Salary Ranges	28%	21%	25%	33%	25%	21%	26%
Other Methods	2%	0%	0%	0%	0%	0%	0%

Whether Tax Gross-Up Payments also cover State and Local Taxes

Table 48

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Gross- Up on Tax Adder Payments	8	18	6	4	21	36	9	8	9	15	10	248
No Answer; Don't Know	0	0	0	0	1	0	0	0	1	1	0	5
Total Answering	8	18	6	4	20	36	9	8	8	14	10	243
Taxes Covered												
Federal Taxes Only	25%	56%	33%	25%	35%	22%	11%	38%	25%	21%	60%	29%
Federal and State Taxes Only	0%	0%	17%	0%	0%	11%	11%	0%	13%	14%	0%	10%
Federal, State and Local Taxes	75%	44%	50%	75%	65%	67%	78%	63%	63%	64%	40%	62%

Whether Tax Gross-Up Payments also cover State and Local Taxes

Table 48

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Gross- Up on Tax Adder Payments	13	17	12	5	8	5	8	2	7	27	248
No Answer; Don't Know	1	0	0	0	0	0	0	0	0	1	5
Total Answering	12	17	12	5	8	5	8	2	7	26	243
Taxes Covered											
Federal Taxes Only	8%	29%	25%	40%	38%	0%	13%	100%	29%	23%	29%
Federal and State Taxes Only	42%	18%	0%	0%	13%	20%	0%	0%	29%	8%	10%
Federal, State and Local Taxes	50%	53%	75%	60%	50%	80%	88%	0%	43%	69%	62%

Whether Tax Gross-Up Payments also cover State and Local Taxes

Table 48

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Gross-Up on Tax Adder Payments	64	49	59	45	13	15	246
No Answer; Don't Know	2	1	1	1	0	0	5
Total Answering	62	48	58	44	13	15	243
Taxes Covered							
Federal Taxes Only	27%	35%	31%	25%	15%	27%	29%
Federal and State Taxes Only	5%	4%	14%	7%	23%	20%	10%
Federal, State and Local Taxes	68%	60%	55%	68%	62%	53%	62%

Whether Tax Adder Payments also cover MIDA, COLA or Direct Mortgage Assistance Payments to Employees

Table 49

I n d u s t r y												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	15	32	8	6	34	55	10	18	15	21	16	390
No Answer; Don't Know	1	0	0	0	0	0	1	1	1	0	0	7
Total Answering	14	32	8	6	34	55	9	17	14	21	16	383
Other Assistance Covered												
Covers MIDA Payments	14%	9%	38%	0%	21%	15%	11%	0%	29%	24%	19%	17%
Covers COLA Payments	7%	6%	0%	17%	6%	16%	0%	6%	14%	5%	0%	8%
Covers Direct Mortgage Assistance	14%	0%	0%	0%	6%	4%	0%	0%	7%	0%	19%	4%
None of the Above	79%	84%	63%	83%	74%	76%	89%	94%	64%	71%	69%	77%

Whether Tax Adder Payments also cover MIDA, COLA or Direct Mortgage
Assistance Payments to Employees

Table 49

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Providing Tax Adder Payments	17	27	19	12	14	6	9	5	11	40	390
No Answer; Don't Know	0	0	0	2	0	1	0	0	0	0	7
Total Answering	17	27	19	10	14	5	9	5	11	40	383
Other Assistance Covered											
Covers MIDA Payments	18%	11%	26%	40%	14%	20%	22%	0%	9%	20%	17%
Covers COLA Payments	0%	11%	16%	10%	7%	20%	11%	0%	0%	8%	8%
Covers Direct Mortgage Assistance	0%	4%	11%	10%	7%	0%	0%	0%	0%	5%	4%
None of the Above	82%	85%	68%	60%	71%	60%	78%	100%	91%	73%	77%

Whether Tax Adder Payments also cover MIDA, COLA or Direct Mortgage Assistance Payments to Employees

Table 49

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	103	80	90	70	21	22	390
No Answer; Don't Know	2	1	2	2	0	0	7
Total Answering	101	79	88	68	21	22	383
Other Assistance Covered							
Covers MIDA Payments	20%	18%	15%	19%	10%	14%	17%
Covers COLA Payments	11%	5%	10%	4%	0%	23%	8%
Covers Direct Mortgage Assistance	7%	3%	6%	0%	5%	9%	4%
None of the Above	73%	80%	76%	77%	86%	73%	77%

VI - Relocation Costs

**Average Cost to Relocate a Homeowner in 1985 (Excluding MIDA, COLA or Other
Subsidy Payments)**

Table 50

I n d u s t r y												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Moving Homeowners	23	49	13	12	51	82	21	38	27	31	24	602
No Answer; Don't Know	4	4	0	3	5	9	5	11	2	7	2	79
Total Answering	19	45	13	9	46	73	16	27	25	24	22	523
Average Cost (Excluding Subsidy Payments)												
Under \$10,000	5%	7%	0%	11%	9%	16%	12%	19%	32%	17%	5%	10%
\$10,000 - \$14,999	0%	4%	0%	0%	9%	10%	6%	0%	0%	0%	5%	5%
\$15,000 - \$19,999	5%	4%	0%	0%	9%	11%	6%	4%	8%	17%	9%	7%
\$20,000 - \$24,999	5%	24%	31%	11%	11%	8%	25%	11%	12%	17%	5%	12%
\$25,000 - \$29,999	16%	18%	8%	22%	15%	16%	12%	22%	12%	8%	18%	15%
\$30,000 - \$34,999	26%	9%	23%	11%	24%	18%	12%	26%	4%	21%	18%	20%
\$35,000 - \$39,999	0%	16%	23%	22%	15%	7%	0%	11%	8%	12%	14%	13%
\$40,000 - \$44,999	21%	9%	0%	11%	4%	5%	6%	7%	16%	8%	14%	9%
\$45,000 - \$49,999	5%	2%	0%	0%	2%	1%	6%	0%	8%	0%	5%	3%
\$50,000 or Over	16%	7%	15%	11%	2%	7%	12%	0%	0%	0%	9%	5%
Average Cost in \$000	33.57	27.61	33.61	37.14	26.04	23.76	26.87	24.15	22.68	23.17	28.45	27.38

Average Cost to Relocate a Homeowner in 1985 (Excluding MIDA, COLA or Other Subsidy Payments)

Table 50

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Moving Homeowners	20	34	20	22	18	10	18	10	15	64	602
No Answer; Don't Know	5	2	2	2	3	0	1	1	1	10	79
Total Answering	15	32	18	20	15	10	17	9	14	54	523
Average Cost (Excluding Subsidy Payments)											
Under \$10,000	0%	0%	0%	10%	7%	10%	18%	22%	0%	7%	10%
\$10,000 - \$14,999	7%	3%	6%	10%	0%	0%	12%	0%	7%	4%	5%
\$15,000 - \$19,999	7%	0%	11%	5%	13%	0%	12%	0%	0%	7%	7%
\$20,000 - \$24,999	7%	6%	11%	5%	0%	20%	6%	11%	14%	15%	12%
\$25,000 - \$29,999	13%	12%	22%	15%	27%	20%	18%	22%	7%	11%	15%
\$30,000 - \$34,999	27%	28%	17%	30%	13%	40%	18%	33%	21%	19%	20%
\$35,000 - \$39,999	7%	22%	11%	10%	33%	10%	0%	0%	36%	22%	13%
\$40,000 - \$44,999	7%	16%	11%	10%	7%	0%	12%	0%	7%	9%	9%
\$45,000 - \$49,999	20%	0%	6%	5%	0%	0%	6%	0%	7%	4%	3%
\$50,000 or Over	7%	12%	6%	0%	0%	0%	0%	11%	0%	2%	5%
Average Cost in \$000	32.60	33.87	29.94	28.38	27.93	26.30	22.82	28.66	32.69	26.91	27.38

**Average Cost to Relocate a Homeowner in 1985 (Excluding MIDA, COLA or Other
Subsidy Payments)**

Table 50

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Moving Homeowners	197	120	128	96	26	26	602
No Answer; Don't Know	25	18	14	11	4	4	79
Total Answering	172	102	114	85	22	22	523
Average Cost (Excluding Subsidy Payments)							
Under \$10,000	16%	5%	7%	8%	0%	14%	10%
\$10,000 - \$14,999	9%	3%	2%	4%	0%	0%	5%
\$15,000 - \$19,999	10%	13%	3%	4%	5%	0%	7%
\$20,000 - \$24,999	14%	16%	11%	6%	18%	5%	12%
\$25,000 - \$29,999	13%	22%	15%	15%	9%	14%	15%
\$30,000 - \$34,999	17%	17%	25%	24%	23%	14%	20%
\$35,000 - \$39,999	10%	11%	17%	16%	18%	14%	13%
\$40,000 - \$44,999	5%	6%	11%	15%	0%	23%	9%
\$45,000 - \$49,999	2%	2%	4%	5%	14%	0%	3%
\$50,000 or Over	3%	6%	5%	4%	14%	18%	5%
Average Cost in \$000	23.17	27.36	30.41	29.89	33.59	33.58	27.38

Average Cost Per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder
Payments in 1985

Table 51

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Provide	22	43	12	8	46	72	16	28	21	31	22	530
No Answer; Don't Know	13	19	3	4	21	36	10	18	13	19	10	267
Total Answering	9	24	9	4	25	36	6	10	8	12	12	263
Cost Per Employee												
Less Than \$5,000	33%	38%	33%	50%	40%	50%	33%	70%	50%	50%	50%	49%
\$5,000 - \$9,999	44%	25%	33%	25%	40%	19%	33%	20%	38%	25%	25%	27%
\$10,000 - \$14,999	11%	21%	33%	0%	4%	11%	0%	10%	12%	0%	0%	10%
\$15,000 - \$19,999	0%	12%	0%	0%	12%	17%	0%	0%	0%	8%	8%	7%
\$20,000 - \$24,999	11%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	2%
\$25,000 or Over	0%	4%	0%	0%	4%	3%	33%	0%	0%	17%	17%	5%
Average Cost in \$000	7.11	7.87	6.78	7.25	7.72	7.22	16.83	3.70	5.50	11.33	12.00	7.43

Average Cost Per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder
Payments in 1985

Table 51

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Provide	18	33	20	17	16	10	16	8	14	57	530
No Answer; Don't Know	11	17	6	11	8	3	8	4	3	30	267
Total Answering	7	16	14	6	8	7	8	4	11	27	263
Cost Per Employee											
Less Than \$5,000	43%	56%	43%	83%	63%	71%	63%	100%	64%	41%	49%
\$5,000 - \$9,999	29%	31%	36%	0%	0%	14%	13%	0%	18%	41%	27%
\$10,000 - \$14,999	14%	6%	14%	17%	13%	0%	13%	0%	0%	7%	10%
\$15,000 - \$19,999	0%	6%	0%	0%	13%	0%	13%	0%	9%	4%	7%
\$20,000 - \$24,999	0%	0%	7%	0%	0%	0%	0%	0%	0%	4%	2%
\$25,000 or Over	14%	0%	0%	0%	13%	14%	0%	0%	9%	4%	5%
Average Cost in \$000	8.86	5.06	6.50	3.17	7.63	8.00	5.37	2.50	7.91	6.89	7.43

Average Cost Per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder
Payments in 1985

Table 51

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Provide	157	109	120	88	25	25	530
No Answer; Don't Know	78	57	59	42	14	12	267
Total Answering	79	52	61	46	11	13	263
Cost Per Employee							
Less Than \$5,000	49%	48%	52%	50%	55%	38%	49%
\$5,000 - \$9,999	27%	25%	23%	30%	27%	38%	27%
\$10,000 - \$14,999	10%	8%	10%	9%	9%	15%	10%
\$15,000 - \$19,999	9%	13%	3%	4%	0%	8%	7%
\$20,000 - \$24,999	0%	2%	3%	0%	9%	0%	2%
\$25,000 or Over	5%	4%	8%	7%	0%	0%	5%
Average Cost in \$000	7.29	7.50	8.29	7.09	5.64	6.85	7.43

Type of System Used for Tracking Relocation Costs

Table 52

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	1	1	0	0	0	0	0	0	0	0	0	2
Total Answering	23	49	13	12	51	83	21	38	27	31	24	604
Type of System												
Totally Computerized	52%	27%	15%	17%	24%	27%	43%	34%	33%	45%	50%	32%
Part Manual and Part Computerized	4%	8%	15%	0%	4%	7%	5%	3%	4%	10%	0%	6%
Totally Manual	44%	53%	62%	83%	63%	63%	52%	50%	59%	42%	38%	57%
Have No System to Track Costs	0%	12%	8%	0%	10%	4%	0%	13%	4%	3%	13%	6%

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	20	34	21	22	18	10	18	10	15	64	604
Type of System											
Totally Computerized	60%	35%	33%	18%	22%	40%	22%	30%	20%	28%	32%
Part Manual and Part Computerized	0%	0%	14%	9%	6%	0%	11%	0%	13%	5%	6%
Totally Manual	35%	65%	52%	68%	67%	50%	61%	60%	60%	59%	57%
Have No System to Track Costs	5%	0%	0%	5%	6%	10%	6%	10%	7%	8%	6%

Type of System Used for Tracking Relocation Costs

Table 52

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	1	1	0	0	0	0	2
Total Answering	200	119	128	96	26	26	604
Type of System							
Totally Computerized	23%	24%	30%	46%	54%	62%	32%
Part Manual and Part Computerized	2%	6%	9%	6%	8%	12%	6%
Totally Manual	69%	62%	56%	45%	31%	27%	57%
Have No System to Track Costs	7%	8%	6%	3%	8%	0%	6%

Whether Companies Intend to Computerize Their Tracking Systems in the Next Year

Table 53

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Manual Systems	11	30	10	10	34	58	12	20	17	16	9	376
No Answer; Don't Know	0	3	3	0	2	4	2	4	0	3	1	41
Total Answering	11	27	7	10	32	54	10	16	17	13	8	335
Plans to Computerize												
Do Plan To Computerize	55%	48%	29%	20%	34%	59%	50%	63%	53%	69%	25%	47%
Do Not Plan To Computerize	46%	52%	71%	80%	66%	41%	50%	38%	47%	31%	75%	53%

Whether Companies Intend to Computerize Their Tracking Systems in the Next Year

Table 53

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Manual Systems	7	22	14	17	13	5	13	6	11	41	376
No Answer; Don't Know	0	2	1	3	2	1	1	0	3	6	41
Total Answering	7	20	13	14	11	4	12	6	8	35	335
Plans to Computerize											
Do Plan To Computerize	71%	55%	39%	36%	18%	25%	17%	33%	38%	54%	47%
Do Not Plan To Computerize	29%	45%	62%	64%	82%	75%	83%	67%	63%	46%	53%

Whether Companies Intend to Computerize Their Tracking Systems in the Next Year

Table 53

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Manual Systems	142	81	82	49	10	10	376
No Answer; Don't Know	15	11	7	6	0	2	41
Total Answering	127	70	75	43	10	8	335
Plans to Computerize							
Do Plan To Computerize	29%	44%	64%	67%	60%	63%	47%
Do Not Plan To Computerize	71%	56%	36%	33%	40%	38%	53%

VII - Group Moves

Companies Having Group Moves in 1985

Table 54

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	24	50	13	12	51	83	21	38	27	31	24	606
Group Moves												
Did Relocate One or More Groups of Employees	13%	20%	15%	8%	14%	12%	29%	26%	22%	26%	21%	18%
Did Not Relocate One or More Groups of Employees	88%	80%	85%	92%	86%	88%	71%	74%	78%	74%	79%	82%

Companies Having Group Moves in 1985

Table 54

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	20	34	21	22	18	10	18	10	15	64	606
Group Moves											
Did Relocate One or More Groups of Employees	40%	15%	19%	18%	28%	20%	11%	0%	7%	17%	18%
Did Not Relocate One or More Groups of Employees	60%	85%	81%	82%	72%	80%	89%	100%	93%	83%	82%

Companies Having Group Moves in 1985

Table 54

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	201	120	128	96	26	26	606
Group Moves							
Did Relocate One or More Groups of Employees	6%	10%	23%	37%	31%	42%	18%
Did Not Relocate One or More Groups of Employees	95%	90%	77%	64%	69%	58%	82%

Whether Benefit Package Offered to Employees Involved in Group Moves Differed
from Regular Relocation Policy

Table 55

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Group Moves	3	10	2	1	7	10	6	10	6	8	5	110
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	0	0	1
Total Answering	3	10	2	1	7	9	6	10	6	8	5	109
Benefit Package for Group Moves												
Same as Regular Relocation Policy	67%	70%	100%	0%	43%	67%	67%	70%	83%	100%	40%	61%
Different from Regular Relocation Policy	33%	30%	0%	100%	57%	33%	33%	30%	17%	0%	60%	39%

Whether Benefit Package Offered to Employees Involved in Group Moves Differed
from Regular Relocation Policy

Table 55

Industry (Contd) -											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Group Moves	8	5	4	4	5	2	2	0	1	11	110
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	8	5	4	4	5	2	2	0	1	11	109
Benefit Package for Group Moves											
Same as Regular Relocation Policy	38%	60%	25%	25%	60%	50%	100%	0%	100%	46%	61%
Different from Regular Relocation Policy	63%	40%	75%	75%	40%	50%	0%	0%	0%	55%	39%

**Whether Benefit Package Offered to Employees Involved in Group Moves Differed
from Regular Relocation Policy**

Table 55

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Group Moves	11	12	30	35	8	11	110
No Answer; Don't Know	0	1	0	0	0	0	1
Total Answering	11	11	30	35	8	11	109
Benefit Package for Group Moves							
Same as Regular Relocation Policy	46%	64%	53%	63%	75%	73%	61%
Different from Regular Relocation Policy	55%	36%	47%	37%	25%	27%	39%

Companies Receiving Outside Help in any Group Moves

Table 56

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total With Group Moves	3	10	2	1	7	10	6	10	6	8	5	110
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	3	10	2	1	7	10	6	10	6	8	5	110
<u>Outside Assistance</u>												
Site Selection Assistance	0%	0%	50%	0%	0%	10%	17%	10%	0%	0%	60%	11%
Overall Management and Planning	0%	10%	0%	0%	0%	0%	17%	20%	0%	38%	20%	13%
Employee Surveys	0%	0%	0%	0%	0%	0%	17%	10%	17%	25%	40%	10%
Employee Communications	0%	20%	0%	0%	14%	10%	17%	30%	17%	38%	40%	19%
Spouse Counseling	0%	20%	0%	0%	14%	0%	0%	30%	17%	0%	40%	17%
Cost-of-Living Data	0%	20%	100%	0%	29%	0%	0%	30%	17%	50%	60%	26%
Home Sale Assistance	33%	50%	100%	100%	57%	40%	33%	50%	33%	75%	60%	53%
Area Orientation or Homefinding	0%	60%	100%	100%	43%	30%	17%	40%	17%	75%	60%	45%
Mortgage Services	33%	20%	100%	0%	0%	10%	0%	20%	33%	13%	60%	24%
No Outside Help Received	67%	40%	0%	0%	43%	50%	50%	30%	67%	13%	40%	36%

Companies Receiving Outside Help in any Group Moves

Table 56

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total With Group Moves	8	5	4	4	5	2	2	0	1	11	110
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	8	5	4	4	5	2	2	0	1	11	110
Outside Assistance											
Site Selection Assistance	0%	40%	0%	0%	0%	50%	0%	0%	0%	18%	11%
Overall Management and Planning	13%	20%	0%	25%	0%	50%	0%	0%	0%	18%	13%
Employee Surveys	13%	0%	25%	25%	0%	0%	0%	0%	0%	9%	10%
Employee Communications	13%	0%	25%	25%	0%	50%	0%	0%	0%	27%	19%
Spouse Counseling	13%	60%	0%	0%	20%	50%	0%	0%	0%	36%	17%
Cost-of-Living Data	25%	0%	25%	50%	20%	50%	0%	0%	0%	36%	26%
Home Sale Assistance	50%	40%	50%	25%	60%	100%	100%	0%	100%	55%	53%
Area Orientation or Homefinding	50%	60%	25%	50%	60%	50%	50%	0%	0%	36%	45%
Mortgage Services	38%	40%	25%	0%	40%	0%	0%	0%	0%	36%	24%
No Outside Help Received	25%	40%	50%	50%	40%	0%	0%	0%	0%	27%	36%

Companies Receiving Outside Help in any Group Moves

Table 56

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Group Moves	11	12	30	35	8	11	110
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	11	12	30	35	8	11	110
Outside Assistance							
Site Selection Assistance	0%	0%	17%	14%	0%	18%	11%
Overall Management and Planning	27%	0%	7%	23%	0%	9%	13%
Employee Surveys	18%	0%	3%	14%	0%	27%	10%
Employee Communications	9%	0%	20%	29%	13%	27%	19%
Spouse Counseling	0%	17%	17%	20%	0%	36%	17%
Cost-of-Living Data	9%	17%	27%	34%	13%	27%	26%
Home Sale Assistance	27%	50%	50%	57%	63%	64%	53%
Area Orientation or Homefinding	36%	33%	40%	51%	25%	64%	45%
Mortgage Services	0%	8%	17%	31%	25%	55%	24%
No Outside Help Received	36%	42%	37%	34%	38%	36%	36%

Companies Planning Group Moves in the Future

Table 57

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	2	3	2	2	2	4	1	3	2	5	0	46
Total Answering	22	47	11	10	49	79	20	35	25	26	24	560
Plans for Group Moves												
Do Plan Group Move(s)	14%	17%	9%	10%	14%	17%	15%	17%	4%	8%	29%	14%
Do Not Plan Group Move(s)	86%	83%	91%	90%	86%	84%	85%	83%	96%	92%	71%	86%

Companies Planning Group Moves in the Future

Table 57

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	54	606
No Answer; Don't Know	1	5	3	1	1	0	0	0	2	7	46
Total Answering	19	29	18	21	17	10	18	10	13	57	560
Plans for Group Moves											
Do Plan Group Move(s)	21%	14%	28%	14%	12%	0%	17%	0%	8%	11%	14%
Do Not Plan Group Move(s)	79%	86%	72%	86%	88%	100%	83%	100%	92%	90%	86%

Companies Planning Group Moves in the Future

Table 57

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	8	10	7	14	2	3	46
Total Answering	193	110	121	82	24	23	560
Plans for Group Moves							
Do Plan Group Move(s)	10%	9%	13%	20%	33%	35%	14%
Do Not Plan Group Move(s)	90%	91%	87%	81%	67%	65%	86%

Companies which Offer Job Finding Assistance for Working Spouses of Transferred Employees

Table 58

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	1	0	0	0	0	0	0	0	0	1	0	3
Total Answering	23	50	13	12	51	83	21	38	27	30	24	603
Job Finding Assistance for Working Spouses												
Do Offer Assistance	22%	28%	23%	33%	28%	35%	29%	34%	15%	13%	29%	30%
Do Not Offer Assistance	78%	72%	77%	67%	73%	65%	71%	66%	85%	87%	71%	71%

Companies which Offer Job Finding Assistance for Working Spouses of Transferred Employees

Table 58

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hsurs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	3
Total Answering	20	34	21	22	18	10	18	10	15	63	603
Job Finding Assistance for Working Spouses											
Do Offer Assistance	55%	38%	43%	55%	22%	30%	6%	40%	33%	21%	30%
Do Not Offer Assistance	45%	62%	57%	46%	78%	70%	94%	60%	67%	79%	71%

Companies which Offer Job Finding Assistance for Working Spouses of Transferred Employees

Table 58

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	0	1	1	0	0	1	3
Total Answering	201	119	127	96	26	25	603
Job Finding Assistance for Working Spouses							
Do Offer Assistance	30%	24%	32%	31%	39%	24%	30%
Do Not Offer Assistance	70%	77%	68%	69%	62%	76%	71%

Type of Job Finding Assistance Offered to Working Spouses or Transferred Employees

Table 59

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Who Assist Working Spouses	5	14	3	4	14	29	6	13	4	4	7	178
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	5	14	3	4	14	29	6	13	4	4	7	177
Company Assistance												
Informal Counseling Sessions	60%	36%	0%	50%	36%	38%	17%	62%	50%	50%	57%	44%
Try to Find Them Job Within Company	20%	36%	0%	50%	21%	38%	50%	62%	50%	50%	57%	40%
Try to Find Them Job with Other Companies/Suppliers	80%	64%	67%	50%	57%	55%	67%	69%	75%	75%	57%	59%
Refer Spouse to Employment Agency	80%	57%	67%	75%	50%	59%	17%	69%	50%	50%	43%	58%
Help Prepare Resumes	60%	36%	67%	50%	57%	55%	50%	23%	75%	50%	57%	48%
Pay for Formal Counseling on How to Find a Job	40%	7%	0%	0%	29%	31%	17%	31%	25%	25%	43%	25%
Pay Fees to Employment Agencies for Finding Job	0%	7%	0%	25%	14%	10%	0%	23%	0%	0%	14%	12%

Type of Job Finding Assistance Offered to Working Spouses or Transferred Employees

Table 59

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Reimburse for Extra Job Finding Trip to Seek Employment	20%	0%	0%	0%	14%	7%	0%	23%	25%	0%	29%	11%
Pay for Resume Preparation	20%	21%	0%	25%	14%	24%	17%	23%	25%	25%	43%	22%
Other Types of Assistance	20%	0%	0%	0%	0%	7%	0%	0%	0%	0%	14%	3%
No Formal Plan for Spouse Assistance	0%	36%	33%	25%	36%	21%	17%	0%	25%	25%	14%	24%

Type of Job Finding Assistance Offered to Working Spouses or Transferred Employees

Table 59

Industry (Cont'd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Who Assist Working Spouses	11	13	9	12	4	3	1	4	5	13	178
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	1
Total Answering	11	13	9	12	4	3	1	4	5	12	177
Company Assistance											
Informal Counseling Sessions	73%	69%	67%	33%	25%	33%	0%	25%	40%	17%	44%
Try to Find Them Job Within Company	73%	54%	56%	25%	0%	33%	0%	0%	0%	50%	40%
Try to Find Them Job with Other Companies/ Suppliers	64%	54%	78%	33%	25%	67%	0%	50%	60%	67%	59%
Refer Spouse to Employment Agency	73%	62%	89%	42%	50%	67%	100%	50%	40%	50%	58%
Help Prepare Resumes	73%	46%	44%	25%	25%	67%	0%	25%	60%	42%	48%
Pay for Formal Counseling on How to Find a Job	27%	46%	67%	0%	25%	33%	0%	25%	0%	8%	25%
Pay Fees to Employment Agencies for Finding Job	18%	23%	33%	8%	0%	0%	0%	25%	0%	0%	12%

Type of Job Finding Assistance Offered to Working Spouses or Transferred Employees

Table 59

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Reimburse for Extra Job Finding Trip to Seek Employment	9%	23%	22%	0%	0%	0%	0%	0%	20%	17%	11%
Pay for Resume Preparation	27%	23%	67%	0%	25%	33%	0%	0%	20%	0%	22%
Other Types of Assistance	0%	0%	11%	0%	0%	0%	0%	0%	0%	0%	3%
No Formal Plan for Spouse Assistance	18%	23%	0%	42%	50%	0%	0%	50%	40%	33%	24%

Type of Job Finding Assistance Offered to Working Spouses or Transferred Employees

Table 59

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Assist Working Spouses	60	28	41	30	10	6	178
No Answer; Don't Know	0	0	0	1	0	0	1
Total Answering	60	28	41	29	10	6	177
Company Assistance							
Informal Counseling Sessions	27%	64%	39%	52%	80%	67%	44%
Try to Find Them Job Within Company	32%	32%	44%	41%	70%	100%	40%
Try to Find Them Job with Other Companies/Suppliers	52%	64%	61%	66%	70%	67%	59%
Refer Spouse to Employment Agency	53%	57%	59%	55%	90%	50%	58%
Help Prepare Resumes	48%	39%	49%	55%	40%	50%	48%
Pay for Formal Counseling on How to Find a Job	13%	18%	24%	38%	50%	83%	25%
Pay Fees to Employment Agencies for Finding Job	8%	11%	7%	14%	30%	33%	12%

Type of Job Finding Assistance Offered to Working Spouses or Transferred Employees

Table 59

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Reimburse for Extra Job Finding Trip to Seek Employment	7%	14%	7%	17%	10%	50%	11%
Pay for Resume Preparation	17%	7%	17%	45%	30%	50%	22%
Other Types of Assistance	5%	0%	2%	0%	10%	0%	3%
No Formal Plan for Spouse Assistance	30%	29%	27%	17%	0%	0%	24%

Number of Househunting Trips for which Companies will Reimburse

Table 60

	Industry											
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Whole	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	606
No Answer; Don't Know	0	0	0	0	0	2	0	0	0	1	0	5
Total Answering	24	50	13	12	51	81	21	38	27	30	24	601
Number of House Hunting Trips												
None	0%	0%	0%	8%	0%	0%	0%	3%	7%	0%	0%	1%
One	67%	36%	31%	42%	22%	40%	43%	42%	41%	17%	79%	40%
Two	17%	52%	39%	33%	63%	44%	52%	47%	30%	53%	17%	46%
Three	13%	6%	23%	8%	12%	5%	5%	5%	7%	13%	4%	8%
Four	0%	0%	0%	0%	2%	1%	0%	0%	4%	0%	0%	1%
Five or More	0%	0%	0%	0%	0%	1%	0%	0%	4%	7%	0%	1%
Limited to Days but Not Trips	0%	4%	8%	0%	0%	4%	0%	3%	0%	3%	0%	2%
No Limit	0%	2%	0%	0%	0%	4%	0%	0%	7%	0%	0%	1%
Negotiated; Varies	4%	0%	0%	8%	2%	1%	0%	0%	0%	7%	0%	1%
Average # of Trips	1.43	1.68	1.92	1.45	1.94	1.69	1.62	1.57	1.68	2.19	1.25	1.68

Number of Househunting Trips for which Companies will Reimburse

Table 60

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	506
No Answer; Don't Know	0	0	0	0	0	0	0	0	1	1	5
Total Answering	20	34	21	22	18	10	18	10	14	63	601
Number of House Hunting Trips											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
One	90%	62%	29%	41%	28%	30%	22%	40%	29%	37%	40%
Two	10%	32%	67%	50%	56%	60%	56%	50%	64%	52%	46%
Three	0%	0%	5%	5%	17%	10%	22%	10%	7%	6%	8%
Four	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Five or More	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
Limited to Days but Not Trips	0%	6%	0%	0%	0%	0%	0%	0%	0%	3%	2%
No Limit	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	1%
Negotiated; Varies	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Average # of Trips	1.10	1.34	1.76	1.62	1.89	1.80	2.00	1.70	1.78	1.74	1.68

Number of Househunting Trips for which Companies will Reimburse

Table 60

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
No Answer; Don't Know	4	1	0	0	0	0	5
Total Answering	197	119	128	96	26	26	601
Number of House Hunting Trips							
None	1%	0%	1%	1%	0%	0%	1%
One	34%	32%	44%	49%	50%	69%	40%
Two	51%	53%	44%	37%	42%	27%	46%
Three	9%	9%	6%	8%	4%	0%	8%
Four	0%	0%	1%	1%	0%	4%	1%
Five or More	1%	1%	1%	1%	0%	0%	1%
Limited to Days but Not Trips	3%	3%	2%	1%	4%	0%	2%
No Limit	1%	3%	2%	1%	0%	0%	1%
Negotiated; Varies	2%	0%	1%	2%	0%	0%	1%
Average # of Trips	1.76	1.79	1.63	1.62	1.52	1.38	1.68

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 61

Industry												
	Petro- leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acct & Insur	Diver- sified Finan Serv	Retail & Wholesale	Transp	Utility	Aeron Space & Elect	Total
Total Interviewed	24	50	13	12	51	83	21	38	27	31	24	808
Don't Reimburse	0	0	0	0	1	0	0	3	0	1	0	9
Total Answering	24	50	13	12	50	83	21	35	27	30	24	597
Length of Time												
Less Than 15 Days	8%	2%	0%	0%	2%	6%	5%	6%	19%	3%	0%	5%
15 - 29 Days	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	1%
30 - 44 Days	46%	46%	31%	67%	52%	48%	48%	54%	22%	33%	50%	45%
45 - 59 Days	17%	6%	8%	17%	8%	8%	10%	0%	11%	7%	8%	8%
60 - 74 Days	8%	20%	31%	0%	22%	21%	5%	23%	26%	20%	25%	21%
75 Days or More	17%	16%	31%	8%	14%	11%	33%	11%	15%	30%	4%	15%
Reasonable Time	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Negotiable; Varies	0%	4%	0%	8%	2%	4%	0%	3%	4%	7%	8%	3%
Unlimited Time	0%	6%	0%	0%	0%	2%	0%	3%	4%	0%	0%	2%
Average # of Days	45.2	50.8	59.1	43.2	49.8	47.3	51.1	47.1	47.3	55.6	47.6	49.1

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 61

Industry (Contd)											
	Business Machines	Chem & Plast	Pharm & Cos- metics	Hard, Appl & Hwars	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto- motive	All Other	Total
Total Interviewed	20	34	21	22	18	10	18	10	15	64	606
Don't Reimburse	0	0	0	1	0	0	1	0	1	1	9
Total Answering	20	34	21	21	18	10	17	10	14	63	597
Length of Time											
Less Than 15 Days	5%	12%	10%	10%	0%	0%	6%	10%	0%	2%	5%
15 - 29 Days	0%	0%	0%	5%	11%	0%	0%	0%	0%	0%	1%
30 - 44 Days	55%	44%	33%	33%	50%	30%	53%	50%	14%	51%	45%
45 - 59 Days	20%	0%	5%	10%	17%	0%	0%	0%	14%	10%	8%
60 - 74 Days	5%	27%	33%	19%	11%	50%	18%	20%	50%	19%	21%
75 Days or More	5%	15%	19%	14%	6%	20%	18%	20%	14%	13%	15%
Reasonable Time	5%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%
Negotiable; Varies	5%	3%	0%	0%	0%	0%	0%	0%	7%	5%	3%
Unlimited Time	0%	0%	0%	10%	6%	0%	6%	0%	0%	0%	2%
Average # of Days	42.4	47.3	52.1	46.9	43.6	59.6	47.9	47.6	61.3	49.3	49.1

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 61

Number of Transferred Homeowners in 1985							
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	201	120	128	96	26	26	606
Don't Reimburse	3	1	3	1	1	0	9
Total Answering	198	119	125	95	25	26	597
Length of Time							
Less Than 15 Days	6%	4%	5%	4%	4%	4%	5%
15 - 29 Days	1%	1%	2%	1%	0%	0%	1%
30 - 44 Days	42%	42%	45%	54%	52%	42%	45%
45 - 59 Days	6%	8%	11%	6%	8%	19%	8%
60 - 74 Days	18%	24%	22%	21%	12%	23%	21%
75 Days or More	19%	15%	13%	12%	16%	12%	15%
Reasonable Time	1%	1%	0%	0%	0%	0%	0%
Negotiable; Varies	6%	3%	2%	1%	4%	0%	3%
Unlimited Time	3%	3%	1%	1%	4%	0%	2%
Average # of Days	49.7	50.5	48.9	47.5	47.5	50.0	49.1

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